



**2015
TOWN OF NANTUCKET
ANNUAL REPORT**

JULY 1, 2014 – JUNE 30, 2015

Cover Photograph: Old Mill

Photograph courtesy of Joshua Braga

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TOWN ADMINISTRATION (508) 228-7255.**

FISCAL YEAR 2015 ANNUAL TOWN REPORTS

TOWN AND COUNTY OF



NANTUCKET, MASSACHUSETTS
(for the period covering July 1, 2014 – June 30, 2015)

IN MEMORIAM

To the following persons who served the Town of Nantucket and passed away during fiscal year 2015:

JOAN S. BARNES

BLANCHE "DOLLY" BURNS

CLAIRE BUTLER

MARGARET C. CURLEY

TRACY L. CURLEY

ROGER ERNST

SUZANNE GARDNER

ROBIN HARVEY

ALEXANDRA "SANDRA" HUBICSAK-WELSH

HENRY BANCEL "BAM" LA FARGE

CHRISTOPHER K. LOHMANN

ANTHONY F. MARKS

ARNOLD WILLIAM PATERSON

EUGENE CUDLIPP STONE

BARBARA A. VIERA

WE ARE GRATEFUL FOR THEIR YEARS OF SERVICE TO THE TOWN OF NANTUCKET

NANTUCKET "AT A GLANCE"

GENERAL INFORMATION

County: Nantucket	Kind of Community: Resort, Retirement, Artistic
Type of Government: Town Manager, Selectmen, Open Town Meeting	Area: 47.8 Square Miles
2014 Population: 10,856	Population per Square Mile (2014): 227.11
Moody's Bond Rating (as of 12/2013): Aa2	Town Website: www.nantucket-ma.gov

FISCAL YEAR 2015 TAX RATES, LEVIES, ASSESSED VALUES, AND REVENUE SOURCES

	TAX RATE (per \$1,000)	TAX LEVY	ASSESSED VALUE
Residential	\$3.61	\$58,487,997.48	\$16,946,921,756
Open Space	\$3.45	\$ 40,241.84	\$ 11,664,300
Commercial	\$6.38	\$ 6,022,746.12	\$ 944,044,094
Industrial	\$6.38	\$ 316,558.37	\$ 49,617,300
Personal Property	\$6.38	\$ 1,462,409.05	\$ 229,217,719
TOTAL		\$ 66,329,952.86	\$ 18,181,425,169

REVENUE SOURCES	DOLLAR AMOUNT	PERCENT OF TOTAL
Tax Levy	\$ 66,329,953	56.31%
State Aid	\$ 2,342,711	1.98%
Local Receipts	\$ 41,836,748	35.52%
Other Available	\$ 7,285,576	6.19%
TOTAL	\$117,794,988	100.00%

FISCAL YEAR 2015 PROPOSITION 2-1/2 LEVY CAPACITY

FISCAL YEAR 2015 STATE AID

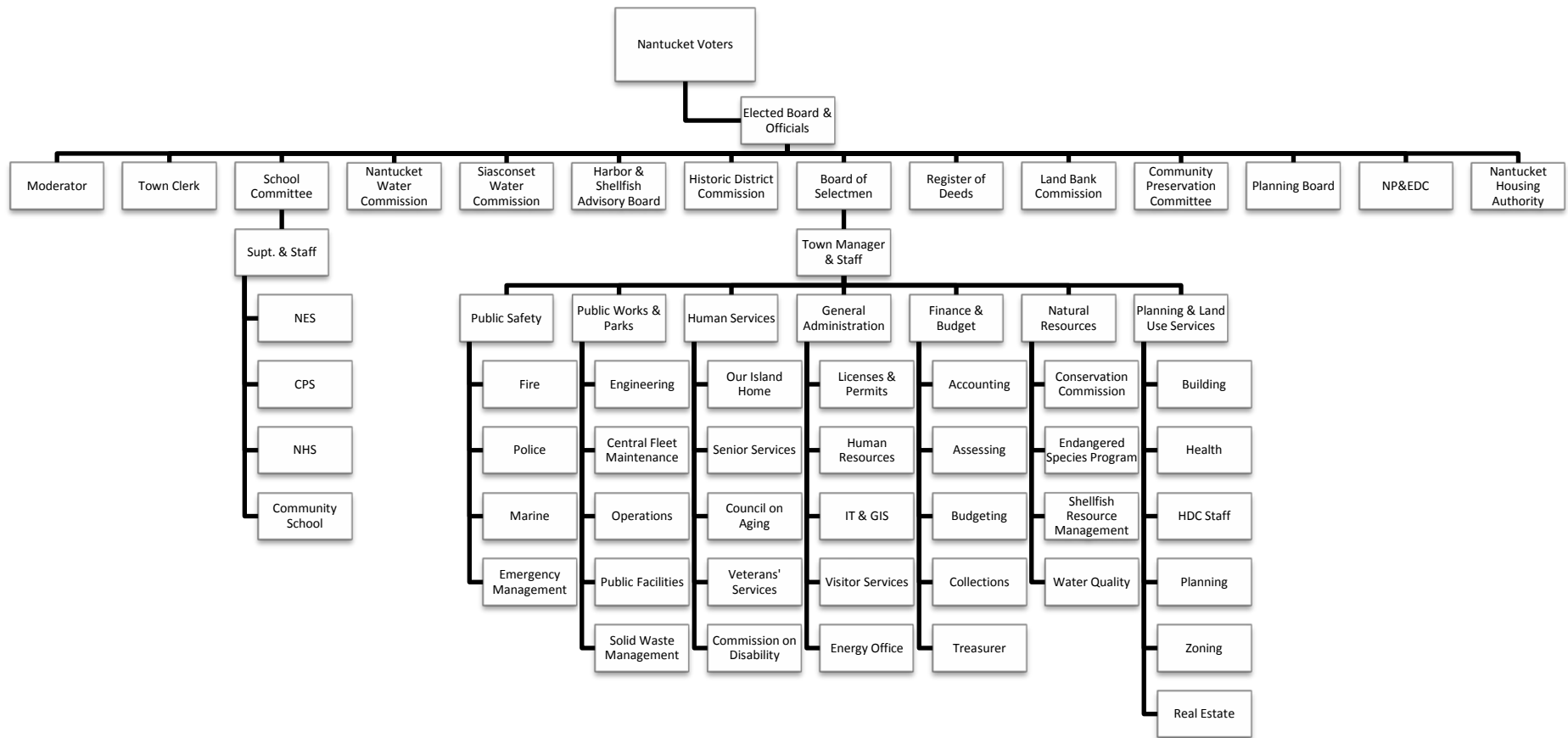
Levy Base	\$ 60,532,786	Education	\$ 2,132,277
2-1/2 % Increase	\$ 1,513,320	General Government	\$ 210,434
New Growth	\$ 1,037,749	Overestimates	\$ 0
Override	\$ 0	Total Assessments	(\$ 404,536)
Levy Limit	\$ 63,083,855	Net State Aid	\$,1938,175
Debt Excluded	\$ 6,708,448		
Excess Capacity	\$ 3,462,629		
Ceiling	\$ 454,535,629		
Override Capacity	\$ 391,451,775		

RESERVES

REVALUATION

Free Cash (07/01/2015)	\$5,671,720	Most Recent	Fiscal Year 2016
Fiscal Year 2015 Overlay Reserve	\$1,433,100	Next Scheduled	Fiscal Year 2019

Town of Nantucket Organization Chart *Fiscal Year 2015*



Various Boards/Committees/Commissions Appointed by the Board of Selectmen, County Commissioners & Town Manager

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GENERAL INFORMATION

Elected Officials (terms expire at Annual Town Election in year noted)

Board of Selectmen

Robert DeCosta, <i>Chairman</i>	2017
Matthew G. Fee	2016
Tobias B. Glidden	2016
Rick Atherton	2017
Bruce D. Miller (2015) – succeeded by Dawn E. Hill Holdgate	2018

Community Preservation Committee (At-Large)

Carol Dunton (2015) – succeeded by Timothy M. Soverino	2017
Richard Brannigan (2015) – succeeded by Maria L. Zodda	2017

Harbor and Shellfish Advisory Board

Peter Brace, <i>Chairman</i>	2017
Dr. Peter Boyce	2016
Wendy McCrae	2016
Mike Glowacki	2016
Bill Blount	2017
Charles Connors (2015) – succeeded by Kenneth Gullicksen	2018
Douglas Smith (2015) – succeeded by Andrew Lowell	2018

Historic District Commission

Linda Williams, <i>Chairman</i>	2016
John F. McLaughlin	2016
Raymond Pohl	2017
Dawn Hill-Holdgate	2017
Diane Coombs (2015) – re-elected	2018
<i>Associate Members</i>	
Abigail C. Camp	2016
Kristine Glazer	2017
Jascin Leonardo (2015) – succeeded by Vallorie Oliver	2018

Housing Authority, Nantucket

Bertyl V. Johnson, Jr., <i>Chairman</i> (2015) – re-elected	2020
Norman Chaleki	2016
Penelope Dey, <i>State Appointee</i>	2017
Linda Williams	2018
Robert Andersen	2019

Land Bank Commission, Nantucket Islands

Allen Reinhard, <i>Chairman</i>	2018
Neil Paterson	2016
Robert L. Gardner	2017
John Stackpole	2019
Philip Bartlett (2015) – succeeded by Richard J. Glidden	2020

Moderator

Sarah F. Alger (2015) - re-elected	2016
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Planning Board

Barry Rector, <i>Chairman</i>	2019
John McLaughlin	2016
Nathaniel E. Lowell	2017
Linda Williams	2018
Sylvia Howard (2015) - succeeded by Joseph Marcklinger	2020
<i>Alternate Members (appointed by Board of Selectmen)</i>	
Diane Coombs	2016
Joseph Marcklinger – succeeded by John F. Trudell III	2017
Carl K. Borchert (2015) – reappointed	2018

School Committee

Pauline Proch, <i>Chairman</i>	2016
Dr. Timothy Lepore	2017
Robin Harvey (d. 2/1/2015) – succeeded by Kate Bartleman	2017
Jennifer Iller (2015) – re-elected	2018
Melissa Murphy (2015) – re-elected	2018

Town Clerk

Catherine Flanagan Stover	2016
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Water Commission, Nantucket

Allen Reinhard (2015) – re-elected	2018
Noreen Slavitz	2016
Nelson Eldridge	2017

Water Commission, Siasconset

Robert Benchley, III (2015) re-elected	2018
John Pearl	2016
Gerald Eldridge	2017

APPOINTED OFFICIALS

Airport, Nantucket Memorial

Thomas M. Rafter, *Manager*
Jamie Sandsbury, *Business/Finance Manager*
Janine Torres, *Office Manager*
Debra A. Crooks, *Finance Assistant*
David Sylvia, *Compliance/Training Coordinator*
Noah Karberg, *Environmental Coordinator*
Robert Tallman, *Terminal/Security Coordinator*
Jorene Partida, *Security Assistant*
Linda True, *Receptionist*
John Grangrade, *Maintenance Superintendent*
Preston Harimon, *Operations Superintendent-ARFF/EMT*
Lara Hanson, *Operations Superintendent-FBO (through 06/2015)*
Garrett W. Allen, *Maintenance Specialist/EMT*
Peter B. Fowler, *Maintenance Specialist*
Robert Holdgate, *Maintenance Specialist*
Michael O'Neil, *Maintenance Specialist*
Matthew Aguiar, *Maintenance Specialist*
John Dugan, *Maintenance Specialist/Building Technician*
Nathaniel Ray, *Maintenance Specialist/Mechanic/EMT*
Ted B. Muhler, *Terminal Maintenance Specialist*
John A. Davis, *Terminal Maintenance Specialist (through 01/2015)*
Leonard I. Liburd, *Terminal Maintenance Specialist*
Noe R. Pineda, *Terminal Maintenance Specialist*
Blaine C. Buckley, *Operations Supervisor*
Frederick Wellington, *Operations Specialist*
Timothy D. Mooney, *Operations Specialist*
Addison Falconer, *Operations Specialist*
Shanroy Nelson, *Operations Specialist*
Nolan Spence, *Operations Specialist*
Durand Spence, *Operations Specialist*
Leisa M. Heintz, *Fixed Base Operations Representative*
Willma Perez, *Fixed Base Operations Representative*
Clement Johnson, *Fixed Base Operations Representative*
Koche Rodriguez, *Terminal Maintenance Specialist*
Mae Williams, *Administrative Assistant*

Constables

F. Manuel Dias
James Perelman
Frank Psaradelis, Jr.
Robert R. Reardon, Jr.
Jerry W. Adams
Catherine Flanagan Stover

John H. Stover
David Fronzuto

Finance Department

Brian Turbitt, *Director of Municipal Finance/Town Accountant*
Martin Anguelov, *Assistant Director of Municipal Finance*
Deborah Weiner, *Treasurer*
Elizabeth Brown, *Tax Collector*
Robert Dickinson, *Assistant Town Accountant*
Deborah Dilworth, *Assessor*
Pamela Butler, *Assistant Tax Collector*
Krista Lewis, *Payroll Administrator*
Ellen Trifero, *Assistant Assessor*
Maureen DiLuca, *Field Assessor*
Patricia Giles, *Senior Clerk*
Elizabeth Flanagan, *Administrative Assistant*
Kathleen Richen, *Operations Coordinator*
Patricia Murphy, *Administrative Assistant/Collection*
Kathy LaFavre, *Assistant Treasurer (through 05/2015)*
Diana Wallingford, *Accounts Payable Coordinator*
Peggy Altreuter, *Accounts Payable Coordinator*
Robin LaPiene, *Accounting Clerk*
Matt Mannino, *Accounting Clerk*

Fire Department

Mark McDougall, *Chief*
Edward Maxwell, *Deputy Chief*
Max Nicholas, *Second Call Deputy Chief*
Nelson Eldridge, *Third Call Deputy Chief*
Jeanette Hull, *Office Administrator/EMT*
Elizabeth Shannon, *Fire Prevention Officer/Firefighter/EMT*
Robert Bates, *Fire Alarm Superintendent/Firefighter/EMT*
Thomas Holden, *Captain, Firefighter/EMT*
Francis Hanlon, *Captain, Firefighter/EMT*
Stephen Murphy, *Captain, Firefighter/EMT*
Matthew Dixon, *Captain, Firefighter/EMT*
Earl Eldridge, *Firefighter/EMT*
Peter Cavanagh, *Firefighter/EMT*
Charles Kymer, *Firefighter/EMT*
Sean Mitchell, *Firefighter/EMT*
Nathan Barber, *Firefighter/EMT*
David Pekarcik, *Firefighter/EMT*
Beau Barber, *Firefighter/EMT*
Joseph Townsend, *Firefighter/EMT*
Fire/EMT Call Personnel
Rob Benchley
Ryan Webb

Jeffrey Allen, *Firefighter/EMT*
Christian Ray, *Firefighter/EMT*
Corey Ray, *Firefighter/EMT*
Christopher Beamish, *Firefighter/EMT*
John Allen, *Firefighter/EMT*
Shane Perry, *Firefighter/EMT*
Matthew Avis, *Firefighter/EMT*
Christopher Holland, *Firefighter/EMT*

Carol Moffitt
Danny Haynes

Brian Gray
John Grangrade
David Gray
Kenneth Gullicksen
Kevin Ramos
Brandon Eldridge
Matt Aguiar
Justin Rogers
Anne Stearns
Charlotte Tallman
Christina Crane
Jeremy Eldridge
Jordan Seitz
Mathew Cobb

Gerald Eldridge
Neil Paterson
George Vollans
Norman Gauvin
Michael O'Neil
Jared Smith
Alex Rezendes
Ariel Marcoux
Stephen Pignato
Nathaniel Ray
Christopher Gould
Kinishka Knapp
John Dugan

Human Resources

Patricia Perris, *Director (through 05/2015)*
Amanda Johnson, *Human Resources/Benefits Assistant*

Human Services, Department of

Pamela Meriam, *Director (through 09/2014)*
Rachel Chretien, *Director*
Ann Medina, *Business Office Coordinator*
Laura Stewart, *Saltmarsh Program Coordinator*
Virginia Carrera, *Assistant Program Coordinator*
Ralph Hardy, *Veteran's Service Agent*

Information Technology/Geographic Systems

Linda Rhodes, *Information Technology Manager*
Nathan Porter, *Information Technology and Geographic Information Systems Coordinator*
Molly Sprouse, *Information Technology Systems Technician*
Patrick McGloin, *Information Technology Systems Technician*
Enoch Sower, *Information Technology Support Technician (part-time)*

Nantucket Energy Office

Lauren Sinatra, *Energy Program and Outreach Coordinator*
George Aronson, *Energy Consultant*

Nantucket Islands Land Bank

Eric Savetsky, *Executive Director*
Jesse A. Bell, *Assistant Director*
Susan Campese, *Administrator/Finance Manager*
Jeffrey Pollock, *Property Management Supervisor*
Robert Earley, *Property Manager*
Edward Boynton, *Maintenance Specialist (through 12/2014)*
Peter Halik, *Building Maintenance Specialist (through 06/2015)*
Shea Fee, *Environmental Assistant*

Rachael Freeman, Environmental Coordinator
Marian Wilson, Assistant Administrator
Brian Paonessa, *Seasonal Property Assistant*

Natural Resources, Department of

Jeff Carlson, *Natural Resources Coordinator*
Tara Riley, *Shellfish Biologist*
Jonathan C. Johnsen, *Natural Resources Enforcement Officer*
Leah Cabral, *Assistant Biologist*
Kaitlyn Shaw, *Water Resources Specialist*
Joanne Cuppone, *Administrative Assistant*
Jason McGrath, *Seasonal Shellfish Warden*

Our Island Home

Rachel Chretien, *Administrator*
Susan Balester, *Business Operations Coordinator*
Michelle Malavase, *Business Office Assistant*
Kathleen Maxwell, *Medical Records Secretary*
Edward King, *Maintenance Supervisor*
Colleen Kinney, *Maintenance Assistant*
Panuwatara Thairatana, *Maintenance Assistant*
Aaron Riley, *Maintenance Assistant*
Gail Ellis, *Director of Nursing*
Stacy Damien, *RN*
Patricia Dargie, *RN*
Christine Lamont, *RN per diem*
Lisa Toney, *RN*
Heather Francis, *RN Staff Development Coordinator*
Nadene Haye, *LPN*
Nancy Koyl, *LPN*
Mary Patton, *LPN*
Bridgett Bloise, *CNA*
Alicia Briscoe, *CNA*
Kerri Flaherty, *CNA*
Jacqueline Harrison, *CNA II*
Shaunette Lindo-Parkinson, *CNA*
Jessica Mason-Wilson, *CNA II*
Denise Ricketts, *CNA II*
Avia Parkinson, *CNA II*
Hopie Robinson, *CNA*
Ellen Ryder, *CNA*
Sherry Souza, *CNA*
Andrea Williams, *CNA per diem*
Juliet Dawkins, *CNA*
Nicole Downing, *CNA*
Lyndy Rodriguez, *CNA*
Karen Correia, *Food Service Supervisor*
Lisa Haye, *RN per diem*
Ann Lindley, *RN*
Priscilla Worswick, *RN*
Donna King, *LPN*
Carol Matson, *LPN*
Maria Lemus, *LPN*
Bernard Boswell, *CNA per diem*
Marvette Ellis-Howard, *CNA*
Lilian Grimes, *CNA*
Jenise Holmes, *CNA*
Sophia Lyttle-Liburd, *CNA II*
Laxmi Niraula, *CNA per diem*
Tameika Outar, *CNA*
Evadne Reid, *CNA per diem*
Karen Rowe-Thomas, *CNA*
Gloria Sanders, *CNA*
Henrick Wallace, *CNA II*
Yashuda Paudel, *CNA*
Seville Wallace, *CNA per diem*
Avril Lowe, *CNA per diem*
Christina Crane, *CNA*

Tuki Attapreyangkul, <i>Cook</i>	Ola Mae Coleman, <i>Cook</i>
Daniel Ross, <i>Cook</i>	
Debra Bechtold, <i>Dietician</i>	
Willard Baptiste, <i>Dietary Aide</i>	Virginia Brereton, <i>Dietary Aide</i>
Fernella Phillips, <i>Dietary Aide</i>	Maneewan Kyomitmaitee, <i>Dietary Aide</i>
Maturod Thairat, <i>Dietary Aide</i>	Stormy Reed, <i>Dietary Aide</i>
Erika Kieffer, <i>Laundry</i>	Jennifer Pask, <i>Laundry</i>
Cindy Stetson, <i>Laundry</i>	Anna Isabel Sandoval, <i>Housekeeping</i>
Sandra Araujo, <i>Housekeeping</i>	Sheila Barrett, <i>Housekeeping</i>
Meris Keating, <i>Activities Director (through 05/2015)</i>	
Taylor Hilst, <i>Activities Director</i>	
Sybil Nickerson, <i>Activities Assistant</i>	
Laurie MacVicar-Fiske, <i>Social Worker</i>	

Planning and Land Use Services (PLUS)

Andrew Vorce, *Director of Planning*
 Leslie Woodson Snell, *Deputy Director of Planning*
 T. Michael Burns, *Transportation Planner*
 Eleanor Antonietti, *Land Use Specialist*
 Stephen Butler, *Building Commissioner*
 Alan Noll, *Local Building Inspector*
 Marcus Silverstein, *Zoning Compliance Coordinator*
 Douglas Bennett, *Plumbing and Gas Inspector*
 Brendan Carroll, *Wiring Inspector*
 Richard L. Ray, *Health Director*
 Artell Crowley, *Assistant Health Officer*
 Mark Voigt, *Historic District Commission Administrator*
 Lynell Vollans, *Administrative Specialist*
 Catherine Ancero, *Administrative Specialist*
 Anne Barrett, *Administrative Specialist*
 Karen Hull, *Administrative Specialist*
 K Bradford, *Administrative Specialist*
 Katie Bedell, *Administrative Assistant*

Police Department

William Pittman, <i>Chief</i>	
Charles Gibson, <i>Deputy Chief</i>	
Jerry Adams, <i>Lieutenant</i>	Angus MacVicar, <i>Lieutenant</i>
Thomas Clinger, <i>Sergeant</i>	Brendan Coakley, <i>Sergeant</i>
Jared Chretien, <i>Sergeant</i>	Daniel Mack, <i>Sergeant</i>
Travis Ray, <i>Sergeant</i>	Daniel Furtado, <i>Sergeant</i>
Kevin Marshall, <i>Sergeant</i>	Steven Tornovish, <i>Sergeant</i>
John Rockett, <i>Sergeant</i>	
John Muhr, <i>Officer</i>	Jerome Mack, <i>Officer</i>
Keith Mansfield, <i>Officer</i>	Christopher Carnevale, <i>Officer</i>
Suzanne Gale, <i>Officer</i>	Janine Mauldin, <i>Officer</i>
Brett Morneau, <i>Officer</i>	Robert Hollis, <i>Officer</i>

Michael Cook, <i>Officer</i>	Jacquelyn Mason, <i>Officer</i>
Brandon Whiting, <i>Officer</i>	Daniel Welch, <i>Officer (through 01/2015)</i>
Cassandra Thompson, <i>Officer</i>	Derek Witherell, <i>Officer</i>
Christopher Kelly, <i>Officer</i>	Kevin Nagle, <i>Officer</i>
Joseph Flynn, <i>Officer</i>	John Haggerty, <i>Officer</i>
Michael Mastriano, <i>Officer</i>	Patrick O'Connor, <i>Officer</i>
Amanda Schwenk, <i>Officer</i>	David Watkins, <i>Officer</i>
Zachary Coyne, <i>Officer</i>	
Sheila Clinger, <i>Office Administrator</i>	Jennifer Erichsen, <i>Information Technology</i>
Melinda Burns-Smith, <i>Emergency Communications Supervisor</i>	
Jessica Norris, <i>Dispatcher</i>	Aaron Hull, <i>Dispatcher</i>
Theresa Eger-Andersen, <i>Dispatcher</i>	Gwen Comatis, <i>Dispatcher (through 08/2015)</i>
Patricia Hainey, <i>Dispatcher</i>	Matthew Sullivan, <i>Dispatcher</i>
Megan Smith, <i>Dispatcher</i>	Michelle Malavase, <i>Dispatcher (through 11/2014)</i>
J. Carlos Moreira, <i>Dispatcher</i>	
Maria Davis, <i>Office Administrator</i>	Catherine Tovet, <i>Office Administrator</i>
David Fronzuto, <i>Emergency Management Coordinator</i>	
J. Ryan Smith, <i>Business License Inspector</i>	

Harbormaster Office
 Sheila Lucey, *Harbormaster*
 Kenneth Lappin, *Seasonal Assistant Harbormaster*
 Alexander Spinney, *Assistant Harbormaster*

Public Works Department

Kara Buzanoski, <i>Director</i>	
Silvio Genao, PE, <i>Town Engineer</i>	
Denese Allen, <i>Office Manager</i>	
Kai Hodge, <i>Office Administrator</i>	
John Braginton-Smith, <i>General Foreman</i>	
Larry Kester, <i>Facilities Manager</i>	
Richard Moore	Hartley Batchelder
Paul Boucher, Jr.	Paul Clarkson
Carol Driscoll	Ken Apthorp
Nicky Duarte	Dale Gary
Kenneth Hammond	Tristram Marks
Paul Berard	Hendy McKenzie
Osagie Doyle	Raymond Sylvia
Scott Williams	Richard Perry
<i>Wastewater Treatment Facilities</i>	
David Gray, <i>Chief Plant Operator</i>	
Kevin Manning	Paul Frazier
Ardis Gary	James Hardy
Robert Inglis	Willy Leveille
Perry Butler	Shawn Mooney

Town Administration

C. Elizabeth Gibson, *Town and County Manager*
Gregg Tivnan, *Assistant Town and County Manager*
Erika Davidson Mooney, *Executive Assistant to the Town Manager*
Heidi Bauer, *Chief Procurement Officer/Project Manager*
Anne McAndrew, *Office Administrator/Licensing Agent*
Jason Bridges, *Public Outreach Manager*
Terry Norton, *Minute Taker*

Town Clerk's Office

Catherine Flanagan Stover, *Town and County Clerk*
Nancy Holmes, *Assistant Town and County Clerk*
Gail Holdgate, *Administrative Assistant*

Town Counsel

Kopelman and Paige, PC

Tree Warden

David Champoux

Visitor Services and Information Bureau

M. Katherine Hamilton-Pardee, *Director*
David Sharpe, *Office Administrator*

Wannacomet Water Company

Robert L. Gardner, *General Manager*
Heidi Holdgate, *Business Manager*
Linda Roberts, *Projects Coordinator*
Andrea Mansfield, *Administrative Assistant*
Christopher R. Pykosz, *Operations Manager*
Robert West, *Engineering Technician* Mark J. Willett, *Engineer*
J. Curtis Glidden, *Utilityman (through 02/2015 after 45 years of service)*
Jeffrey S. Johnsen, *Utilityman* Robert Earle, *Utilityman*
Kyle Roberts, *Utilityman*

BOARDS, COMMISSIONS, COMMITTEES (appointed by Board of Selectmen for fiscal year terms)
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Abatement Advisory Board

Judith Moran, <i>Chairman</i>	2015
Joseph McLaughlin	2015
David Callahan	2015

Ad Hoc Budget Work Group

Robert DeCosta, <i>Board of Selectmen</i>	2016
Matt Fee, <i>Board of Selectmen</i>	2016
Melissa Murphy, <i>School Committee</i>	2016
Robin Harvey, <i>School Committee</i> – succeeded by Kate Bartleman	2016
Matthew Mulcahy, <i>Finance Committee</i>	2015
David Worth, <i>Finance Committee</i>	2015
C. Elizabeth Gibson, <i>Town Manager</i>	2016
Michael Cozort, <i>School Superintendent</i>	2016
Brian Turbitt, <i>Director of Municipal Finance</i>	2016

Agricultural Commission

Campbell Sutton, <i>Chairman</i>	2017
Michelle Whelan	2015
Jessica Pykosz (through 11/19/2014, then Vacant)	2015
Danny Baird (through 3/4/2015, then Vacant)	2016
Vacant	2016
John Kuszpa	2017
Patricia Meyers	2017

Airport Commission

Daniel W. Drake, <i>Chairman</i>	2015
Andrea Planzer	2015
Jeanette Topham	2016
Arthur D. Gasbarro	2017
Anthony Bouscaren	2017

Audit Committee

Robert DeCosta, <i>Chairman</i>	2016
Matthew Mulcahy	2015
Rick Atherton	2016

Board of Health

Malcolm W. MacNab, MD, PhD, <i>Chairman</i>	2016
James A. Cooper	2015
Rick Atherton, <i>Board of Selectmen</i>	2016
Stephen J. Visco	2017
Helene M. Weld, RN	2017

Bulk Fuel Study Committee

Robert DeCosta, *Board of Selectmen* 2016

Capital Program Committee

Phil Stambaugh, *At-Large, Chairman* 2016

Peter Morrison, *At-Large* 2015

Peter A. McEachern, *At-Large* 2017

Richard J. Hussey, *At-Large* 2017

John Tiffany, *Finance Committee* 2015

Nathaniel Lowell, *NP&EDC* 2015

Tobias Glidden, *Board of Selectmen* 2016

Cemetery Commission

Allen Reinhard, *Chairman* 2017

Lee W. Saperstein 2015

Robert L. Gardner 2015

Barbara A. White 2016

Scott McIver 2017

Community Preservation Committee (appointed designees)

Ken Beaugrand, *Land Bank Commission, Chairman* 2016

Dawn E. Hill Holdgate, *Board of Selectmen* 2016

Kristine Glazer, *Historic District Commission* 2015

Ashley Erisman, *Conservation Commission* 2015

Linda Williams, *Nantucket Housing Authority* 2015

Barry Rector, *Planning Board* 2015

Rich Turer, *Parks and Recreation Commission* 2015

Conservation Commission

Ernest Steinauer, *Chairman* 2017

Michael Glowacki 2015

Sarah Oktay 2015

Andrew Bennett 2016

Bam LaFarge (d. 2/26/15) – succeeded by Ben Champoux 2016

David LaFleur 2016

Ashley Erisman 2017

Contract Review Subcommittee, Human Services

John Belash, *At-Large* 2015

Dorothy Hertz, *At-Large* 2016

Mary Wawro, *At-Large* 2017

Christopher Kickham, *Finance Committee* 2014

Linda Williams, *NP&EDC* 2014

Joe Aguiar, *Council for Human Services* 2015

Augusto C. Ramos, *Council for Human Services* 2015

Council for Human Services

Mary Wawro, <i>Chairman</i>	2016
Joe Aguiar	2015
Anne Stackpole Menz	2015
Ella B. Finn	2015
Augusto C. Ramos	2016
John Belash	2016
Holly McGowan	2017
Dorothy Hertz	2017
Margaretta Andrews	2017

Council on Aging

Tom McGlinn, <i>Chairman</i>	2017
John McLaughlin	2015
Joe Aguiar	2015
Jon St. Laurent	2015
Ella B. Finn	2016
Daryl Westbrook	2016
Glenora Kelly Smith	2016
Randy Wight	2017
Chuck Gifford	2017

Cultural Council

Jordana Fleischut, <i>Chairman</i>	2016
Amy Jenness	2015
John R. Wagley	2015
Vacant	2016
Vacant	2016
John Belash	2017
Vacant	2017

Finance Committee

Matthew Mulcahy, <i>Chairman</i>	2017
James Kelly	2015
David Worth	2015
Christopher Kickham	2015
Craig Sperry	2016
Clifford J. Williams	2016
Stephen Maury	2016
John Tiffany	2017
Joseph T. Grause, Jr.	2017

Mosquito Control Commission

Kenneth Giles	2015
Sarah Oktay	2016
Helene Weld, RN	2017
Kara Buzanoski	2018

Charles Stott	2019
Nantucket Affordable Housing Trust	
Vacant, <i>At-Large</i>	2015
Reema Sherry, <i>At-Large</i>	2016
Isaiah Stover, <i>At-Large</i>	2016
Brian Sullivan, <i>Real Estate Agent/Broker</i>	2016
Tobias Glidden, <i>Board of Selectmen</i>	2016
Linda Williams, <i>Nantucket Housing Authority</i>	2015
Kara Buzanoski, <i>NP&EDC</i>	2015
Nantucket Historical Commission	
Deborah Timmermann, <i>Chairman</i>	2016
Diane Coombs	2015
Ian Golding	2015
Susan Handy	2015
Jascin Leonardo	2016
Michael May	2017
Kevin Kuester	2017
Caroline Ellis, <i>Alternate</i>	2015
Vacant, <i>Alternate</i>	2016
Philip Gallagher, <i>Alternate</i>	2017
Nantucket Planning and Economic Development Commission	
Nathaniel Lowell, <i>Planning Board, Chairman</i>	2017
Joseph Marcklinger, <i>Planning Board</i>	2020
John McLaughlin, <i>Planning Board</i>	2016
Linda Williams, <i>Planning Board</i>	2018
Barry Rector, <i>Planning Board</i>	2019
Dawn E. Hill Holdgate, <i>County Commission</i>	2015
Bertyl Johnson, <i>Housing Authority</i>	2015
Andrew Bennett, <i>Conservation Commission</i>	2015
Kara Buzanoski, <i>Department of Public Works</i>	2015
<i>Community At-Large Members</i>	
Leslie B. Johnson	2015
Charles J. Gardner	2016
Wendy Hudson	2017
New Fire Station Work Group	
Robert DeCosta, <i>Board of Selectmen</i>	12/31/2014
Joseph T. Grause, Jr., <i>Finance Committee</i>	12/31/2014
Neil Paterson, <i>At-Large</i>	12/31/2014
Peter Morrison, <i>At-Large</i>	12/31/2014
Patricia Roggeveen, <i>At-Large</i>	12/31/2014
Charles J. Gardner, <i>At-Large</i>	12/31/2014
Mark McDougall, <i>Fire Chief, ex officio</i>	12/31/2014

Parks and Recreation Commission

F. Nash Strudwick, <i>Chairman</i>	2015
Tara Kelly (through 9/10/2014 then Vacant)	2015
Richard Turer	2016
Charles J. Gardner	2017
Keith Yankow	2017

Polpis Harbor Municipal Property Advisory Committee

Rick Atherton, <i>Board of Selectmen</i>
Kara Buzanoski, <i>Department of Public Works</i>
Andrew Bennett, <i>Conservation Commission</i>
Jim Lentowski, <i>Nantucket Conservation Foundation</i>
Diana Brown, <i>Nantucket Community Sailing</i>
Dr. Diane Pearl, <i>Polpis Area Homeowner</i>

Registrars of Voters (terms expire March 31)

Carolyn Gould	2015
Janet Coffin	2016
David Goodman	2017
Catherine Flanagan Stover, <i>ex officio</i>	

Roads and Right-of-Way Committee

Allen Reinhard, <i>Chairman</i>	2016
Leslie Forbes	2015
John Stackpole	2015
Joseph Marcklinger	2015
D. Anne Atherton	2016
Vacant	2016
Nathaniel Lowell	2017
Lee W. Saperstein	2017
Bert Ryder	2017
Andrew Vorce, <i>NP&EDC, ex officio</i>	

Scholarship Committee

Jeanne Miller, <i>Chairman</i>	2016
Jeanette Topham,	2015
Margaret Detmer	2015
Leslie W. Forbes	2015
Mark Voigt	2016
David Fronzuto	2017
Erika Davidson Mooney	2017
Michael Cozort, <i>School Superintendent</i>	

Sewer Planning Work Group

Dual A. Macintyre, <i>At-Large</i>	6/6/2015
Nancy Wheatley, <i>At-Large</i>	6/6/2015
Charles Stott, <i>Madaket</i>	6/6/2015

Stephen Anderson, <i>Monomoy/Shimmo</i>	6/6/2015
Robert Williams, <i>Hummock Pond</i>	6/6/2015
David Worth, <i>Finance Committee</i>	6/6/2015
Matt Fee, <i>Board of Selectmen</i>	6/6/2015
Michael Glowacki, <i>Harbor and Shellfish Advisory Committee</i>	6/6/2015

Tree Advisory Committee

David Champoux, <i>Chairman, Tree Warden</i>	
Terry Pommett	2015
Benjamin Champoux	2015
Sam Myers	2016
Michael Misurelli	2016
Paul Droz	2017
Whitfield Bourne	2017
Kara Buzanoski, <i>Department of Public Works, ex officio</i>	

Visitor Services and Information Advisory Committee

Gene Mahon, <i>Chairman</i>	2016
Louise Swift	2015
Philip W. Read	2015
Diane Reis Flaherty	2016
Bevin Bixby – succeeded by Henry Stanford	2016
Michelle Langlois	2017
Peter Morrison	2017

Wood's Hole, Martha's Vineyard and Nantucket Steamship Authority Port Council

Nathaniel Lowell	2015
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Zoning Board of Appeals

Edward Toole, <i>Chairman</i>	2019
Michael O'Mara	2015
Kerim Koseatac	2016
Susan McCarthy	2017
Lisa Botticelli	2018
<i>Alternate Members</i>	
Geoffrey Thayer	2015
Michael Angelastro	2016
Mark Poor	2017

APPOINTMENTS BY THE TOWN MANAGER

Advisory Committee of Non-Voting Taxpayers

Howard Blitman, <i>Chairman</i>	2015
Roger Ernst (d. 11/17/2014; seat left Vacant)	2015
Justin Strauss	2015
James Treanor III (though 9/10/14 then Vacant)	2015
Louis Bassano	2016
Glenn S. Meader (through June 8, 2015 then Vacant)	2016
Susan Matloff	2016
Anthony F. Walsh	2016
Donald Green	2016
David Brown	2017
William Sherman	2017
Robert Lucas Fischer	2017
Peter J. Kahn	2017

Commission on Disability

Milton Rowland, <i>Chairman</i>	2017
Karenlynn Williams	2015
Alexandra M. Rosenberg	2015
Phil Hubbard	2016
Penny F. Snow	2016
Georgia Anne Snell	2017
Jeanette Topham	2017

Traffic Safety Work Group

Michael Burns, <i>Transportation Planner</i>
Charles J. Gardner, <i>At-Large</i>
Arthur Gasbarro, <i>At-Large</i>
Mark McDougall, <i>Fire Chief</i>
Silvio Genao, <i>Department of Public Works</i>
Lt. Jerry Adams, <i>Nantucket Police Department</i>
Milton Rowland, <i>Commission on Disability</i>

COUNTY AND STATE OFFICERS

County Commissioners

Tobias Glidden, <i>Chairman</i>	2016
Matt Fee	2016
Rick Atherton	2017
Robert DeCosta	2017
Dawn E. Hill Holdgate	2018

Deeds, Registry of

Jennifer Ferreira, <i>Register</i>	2018
Kimberly Cassano, <i>Assistant Register</i>	
Amanda Furtado, <i>Administrative Assistant</i>	

Superior Court

Mary Elizabeth Adams, <i>Clerk of Courts</i>	2018
Colleen S. Whelden, <i>Case Specialist</i>	

District Court

Thomas S. Barrett, <i>First Justice</i>	
Deborah A. Dunn, <i>Associate Justice</i>	
Donald P. Hart, <i>Clerk-Magistrate</i>	
Jennifer Kryger, <i>Probation Officer</i>	
Linda Aguiar, <i>Probation Case Coordinator II</i>	
Jennifer Larrabee, <i>Head Administrative Assistant</i>	
Darlene Hull, <i>Case Coordinator II</i>	

Probate and Family Court

Randy J. Kaplan, <i>Justice</i>	
Susan Beamish, <i>Register</i>	2020
Sarah E. Maxwell, <i>Case Specialist</i>	

APPOINTMENTS BY COUNTY COMMISSIONERS

Wood's Hole, Martha's Vineyard and Nantucket Steamship Authority Governing Board

Robert F. Ranney	2015
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NANTUCKET STATE AND FEDERAL REPRESENTATIVES

Elizabeth Warren, <i>US Senator</i>	2018
Edward J. Markey, <i>US Senator</i>	2020
William Keating, <i>US Representative</i>	2016
Timothy R. Madden, <i>State Representative</i>	2016
Daniel A. Wolf, <i>State Senator</i>	2016

GENERAL GOVERNMENT REPORTS

BOARD OF SELECTMEN

Fiscal year 2015 was another busy year for the Town of Nantucket with many projects and activities. Maintaining the fiscal stability of the Town continues to be a major goal of the Board of Selectmen. Although revenues have increased and expenses have decreased, thanks to the diligence of the Town Manager and her staff, we continue to be conservative in our projections and will continue to keep expenses to a minimum. I would like to take this opportunity to congratulate the Town Manager and the Finance Department on another unqualified audit opinion for FY 2015.

One project the Town has been most involved in this past year concerns Baxter Road and erosion. The Board, Town Manager and key staff have worked on alternative access plans for Baxter Road in the event that the north end of Baxter Road is lost due to erosion. The Town, through the Conservation Commission and Board of Selectmen, has also been immersed in the Siasconset Beach Preservation Fund's geotube project.

Health insurance increases plague the Town as it continues to struggle with how to address the increases. Most changes to insurance require collective bargaining with the numerous Town unions.

Parking was a hot topic this past year. The Board instituted a new Parking Enforcement Policy and created a Commercial Vehicle District which prohibits overnight parking in the downtown area without a commercial parking permit. Discussions also involved the Silver Street and Washington Street Municipal Parking Lots and the new policy covers new rules for parking in those lots.

The Town has been addressing sewer and water quality issues. This included a review and update on the Miacomet Watershed, monthly updates from the Town Manager on water quality initiatives, and plans for sewer expansion pursuant to the updated Comprehensive Wastewater Management Plan. The Board is proposing sewer expansions to address water quality issues in Nantucket and Madaket Harbors and the Miacomet and Hummock Pond Watersheds.

With the Town's new Business License Inspector in place, the Board has encouraged stronger enforcement of entertainment, liquor and other license violations and sanctions.

January 26-27, 2015 brought Winter Storm Juno and the island was hit hard. A significant portion of the island lost power, some for up to 24 hours. There was major erosion and damage throughout the island and the Town Pier sustained extensive damage totaling approximately \$1 million. Although the Town was unsure if the Town Pier would be open for the summer season, thanks to the hard work of the Harbormaster, DPW, and Procurement Officer who seemingly pulled off the impossible, the Town Pier was open for business before July 1, 2015.

Affordable housing continues to be a major issue on Nantucket. The Board is exploring the idea of affordable workforce housing at its 2-4 Fairgrounds Road property with the focus being on full-time and seasonal Town employees. Following Richmond Great Point Development's proposed 40B development and subsequent zoning changes approved at the 2015 Annual Town Meeting, the Board entered into a

Memorandum of Understanding with Richmond to build affordable housing units as part of its development of the former Glowacki property off Old South Road.

The 2015 Annual Town Meeting also approved funding to build a new fire station at 4 Fairgrounds Road and a new intermediate school at the Elementary School and an expansion for the Cyrus Pierce Middle School.

At the April 2015 Annual Town Election, Dawn E. Hill Holdgate was elected to fill the seat left by Bruce D. Miller. I'd like to thank Bruce for his hard work and dedication to the Town and to welcome Dawn as our new member. On April 28, 2015, I was elected chairman and Matt Fee as vice chairman.

The Board placed a moratorium on Mobile Food Unit licenses as well as the use of Town-owned beaches for commercial use until new policies are created. The Board has seen a recent increase of HDC appeals. The Board has also had extensive discussions regarding bike paths and bike lanes. The in-town bike path is still in its planning stages. Selectmen Glidden has proposed an historic bike route which is currently under consideration.

I would like to thank Town Manager Libby Gibson, Assistant Town Manager Gregg Tivnan and Town departments and staff for working diligently to serve the citizens of our community.

Respectfully submitted,

Robert DeCosta
Chairman

HUMAN RESOURCES DEPARTMENT

This past year the Human Resources Department focused on preparation for impending changes with regard to reform in U.S. healthcare, The Affordable Care Act, ratifying the negotiated collective bargaining agreements and reviewing contracted services with various Human Resource vendors. In addition, the Town secured a consulting agency to conduct a comprehensive review of the Human Resources Department with a goal to provide strategic short term and long term direction for the department under Town Administration. The review comprised of interviews with all Town department heads and numerous employees, collection of benchmark data with comparable Human Resources Departments in the Commonwealth, and a final written recommendation.

Several training and development workshops were provided for Town employees such as sexual harassment awareness and communication and supervisory skills, in addition to a few more department focused initiatives. The continued growth in the local and regional economies has placed an emphasis on adequate staffing of seasonal employees. As a result, there is a significantly greater focus on recruitment and training of qualified staff. The lack of affordable housing on Nantucket continues to pose increased and more complex recruitment and retention challenges.

The previous Human Resources Director, Patricia Perris, retired effective May 30, 2015 after nearly 10 years of service. Amanda Perry, comprising the balance of the Human Resources team, was promoted to Assistant Director, effective July 1, 2015. The employee population, inclusive of seasonal employees,

reached a high of 1,135 and we're forecasting another year of modest growth in the employee base that is necessary to provide exceptional service to our residents and guests.

We successfully participated in and supported a health insurance eligibility audit conducted by Cook and Company, our worker's compensation vendor and partner. The Human Resources Department selected a new insurance broker, NFP, to aid in supporting the Town's needs with regard to oversight of our health insurance programs as well as navigating the increasingly complex and laborious federally mandated reporting requirements. In addition, we selected a new Employee Assistance Program partner, Quantum Health, to provide improved support services to employees and their families as well as the implementation of other related services.

The Nantucket Employee Empowerment Team (NEET) sponsored several events including gathering clothes and other needed items for Our Island Home and the Salt Marsh Senior Center. Various other initiatives were supported throughout the year which both benefited the community and recognized the dedicated service of employees. This team is established through the goal of the Board of Selectmen to improve customer service to our community.

The focus for the upcoming fiscal year will be to continue to provide exceptional levels of administration and support for all aspects of Human Resources function such as employee relations, training, compensation, performance management, recruiting, employee benefits, retiree benefits, occupational injuries/workers compensation, personnel records, family medical leave, benefit coordination, medical cost analysis and related core activities.

Respectfully submitted,

Stephen R. Tuzik
Human Resources Director

INFORMATION TECHNOLOGY

The Information Technology Department is responsible for the implementation and maintenance of the technological environment for the Town of Nantucket. This consists of three main areas: communications infrastructure; hardware; and software applications.

The synchronization of all of these areas provide the basis for the technology services used by the Town of Nantucket and support our goal to provide a reliable, secure computing environment that facilitates the use of technology to deliver a more effective and efficient government to the citizens and business community of Nantucket. Our infrastructure is built around a fiber backbone and internet service providers with a redundant wireless wide-area network. Our hardware primarily consists of servers, computers and printers which provide core services such as email, file sharing, printing and desktop computing. We support a variety of software platforms, including desktop software and operating systems and larger core applications such as the Town's email system, the municipal financial system (MUNIS) and the Geographic Information System (GIS).

The following is a summary of the initiatives that were achieved during the 2015 fiscal year:

- After many months of redesign efforts working with the Cape Cod Regional E-Permitting vendor to move Nantucket's Historic District permit applications to a production live environment, a decision was made to cancel this initiative and to pursue alternative solutions.
- In the winter of 2013, the Town began a two-phase project to update the GIS data layers of the island. Phase 1, three inch resolution, aerial photography of the physical features of the island was completed in the fall of 2013. Phase 2 of this project was completed in the fall of 2014 when 30 of the Town's GIS data layers were updated based on this set of aerial images. Both the imagery and the updated data layers are available on the Town's GIS website.
- Network infrastructure upgrades continued throughout the year with the implementation of an upgraded wide-area wireless backup network and the expansion of Wi-Fi services to Our Island Home and Public Works.
- Voice over IP (VOIP) was deployed to Our Island Home and Public Works, requiring network infrastructure upgrades at these sites. VOIP for Natural Resources, Human Services and Wannacomet Water is scheduled for FY 2016.
- The Town's web filtering and monitoring software was migrated to a cloud based version enabling us to implement web filtering policies at remote sites and on mobile devices.
- We procured and began implementing a cloud-connected email archiving solution for optimizing email storage and providing anytime/anywhere access to old email. When completed, this system will provide powerful search and retrieval capabilities for our email users.
- Five new servers were deployed during the year per the documented IT strategic capital replacement plan and four servers are in the planning, specification stage. Additionally, two new mail servers were installed and integrated with the Public Safety mail server and a new records management server was installed for use initially by Town Administration, Human Resources and Natural Resources.
- Many of our base software applications were upgraded in 2015. Adobe, Internet Explorer, Symantec Antivirus and Malware Protection and Symantec Anti-spam software systems top this list.
- The Assessor's Vision Appraisal system and our GIS software were both upgraded to newer versions, compatible with 64 bit desktop platforms. In conjunction with this and the e-permitting project, the Town

converted to the Massachusetts standard unique parcel identifier, "LOC_ID" for short, allowing for tighter and easier integration between assessment systems and GIS parcel mapping.

- A comprehensive Information Technology Assessment has been initiated to help define a technology road map for future initiatives that meet the evolving technology demands of the Town. Requirements were compiled and a Request for Bid was publicized in June, 2015 with an anticipated start date in the fall.
- We continue efforts to automate management of computers and software systems, enhancing security, standardizing the desktop environment and improving staff efficiency. Areas of effort include automated software installations, upgrades and patches, printer deployments, centralized management of hardware configurations and energy conservation policies.
- A total of 1,040 Helpdesk requests were handled in 2015. It is our plan to streamline the Helpdesk process to improve prioritization, assignment and notifications relating to IT Helpdesk Requests.
- Town GIS Services logged 121,466 visitors to the on-line GIS website and prepared 57 maps for Annual Town Meeting and fulfilled 169 map requests for other Town departments and the public.

I would like to extend my thanks to my staff for all of their hard work this past year. Juggling multiple high priority projects in addition to handling daily support and maintenance tasks is definitely a challenge and their commitment and dedication is most appreciated.

Respectfully submitted,

Linda Rhodes
Information Technology Manager

NANTUCKET ISLANDS LAND BANK

The Nantucket Islands Land Bank was established by the voters of Nantucket in 1984 for the purpose of acquiring, holding, and managing important open space resources of the island for use and enjoyment by the general public. Funding for the program is derived primarily from a 2% transfer fee levied against most real property transfers within Nantucket County. Fiscal year 2015 yielded \$19,256,966 in transfer fee revenue compared to last year's \$17,731,179. The Land Bank acquired 33.24 acres of land at a cost of \$16,044,287. The Land Bank now owns 2,976 acres with an additional 503.4 acres permanently protected by conservation restrictions held either alone or in conjunction with the Nantucket Land Council. Since its inception, the Land Bank has spent \$262,981,201 on land purchases on the Island.

Five elected Land Bank Commissioners serve without compensation administering the Nantucket Islands Land Bank Act (Chapter 669 of the Acts of 1983, as amended).

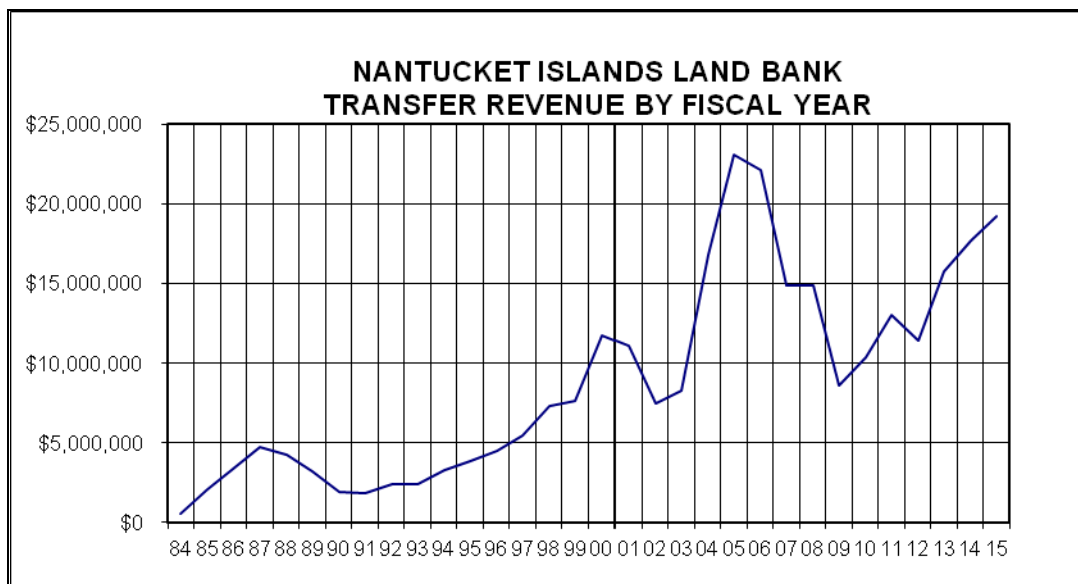
Neil Paterson	April 2016
Robert L. Gardner	April 2017
Allen B. Reinhard	April 2018
John J. Stackpole	April 2019
Richard J. Glidden	April 2020

The Commission received full-time staff support from Executive Director Eric Savetsky (since 1997);

Assistant Director Jesse A. Bell (since 2008); Administrator/Finance Manager Susan C. Campese (since 2010); Property Management Supervisor Jeffrey W. Pollock (since 2003); Property Manager Robert W. Earley (since 1997); and several seasonal employees. Part-time staff support was provided by Environmental Coordinator Rachael Freeman (since 2014); Assistant Administrator Marian Perry (since 2014); and Environmental Assistant Shea Fee (since 2015).

REAL PROPERTY TRANSFERS AND FEE COLLECTION

During the year the Land Bank processed 1,122 real property transfers having a total gross value of \$961,648,318 compared to last year's \$919,970,318. The following graph shows transfer fee revenues since the Land Bank's inception in 1984:



SOURCE AND USE OF LAND BANK FUNDS

Sources of Land Bank revenue include transfer fee income, interest earned on investments, proceeds from the issuance of land acquisition bonds and notes, and charitable contributions. All funds received by the Land Bank are deposited into a revolving account which the Commission uses to administer land acquisition and property management programs, and to retire debt issued for land acquisitions. The fiscal year 2015 financial summary is shown below:

Assets:

Undesignated Cash and Equivalents	\$7,129,643
Designated Cash and Equivalents	\$5,012,373
Designated Investments	\$7,501,396
Receivables	\$216,500
Inventory and Other Current Assets	\$1,306,109
Other Non-Current Assets	\$2,520
Land and Conservation Rights	\$278,149,843
Buildings and Equipment	\$16,676,231
	<hr/>
	\$315,994,615

Liabilities:

Notes Payable	\$2,200,000
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Bonds Payable	\$24,582,152
Other Payables and Liabilities	<u>\$2,548,654</u>
	\$29,330,806
Net Assets	<u><u>\$286,663,807</u></u>
Revenues:	
Land Bank Transfer Fee	\$19,256,966
Golf Operating	\$3,719,229
Donated Land	\$3,202,300
Other Income	\$2,416,225
Interest Income	<u>\$87,130</u>
	\$28,681,850
Expenses:	
Land Bank Operating	\$2,252,438
Golf Operating	\$4,288,178
Land Bank Interest	\$880,302
Golf Interest	\$90,971
Unrealized Loss	\$65,136
Capital Asset Disposal	<u>\$3,015</u>
	\$7,580,040
Net Income	<u><u>\$21,101,810</u></u>

LAND ACQUISITIONS

The Land Bank acquired several new properties adding a total of 33.24 acres to its holdings during fiscal year 2015. A brief description of each new acquisition and its purchase price is listed in chronological order as follows:

Miacomet Park (\$4,152)

Several additional small interests in Miacomet Park were acquired.

50 Union Street (\$850,000)

The acquisition of this .08 acre property was the result of a collaboration between the Town and Land Bank to create a small park and make sidewalk and road improvements. This small park in a busy area will provide a safe place for pedestrians and bicyclists to stop, check a map or take a water break. The dwelling on the property was donated to Housing Nantucket for reuse as affordable housing. The purchase was funded by a \$200,000 grant from the Community Preservation Committee, \$100,000 from the Town and \$550,000 from the Land Bank. As part of this transaction the Land Bank also acquired 7, 11, 13, and 15 Miacomet Road from the Town.

7, 11, 13 & 15 Miacomet Road (Town exchange)

A total of 7.29 acres were received in exchange for the Land Bank funding a portion of the Town's acquisition expenses for 50 Union Street as described above. The properties at 7, 11 and 13 Miacomet Road lie northerly of Miacomet Pond, while 15 Miacomet Road directly abuts the east side of the pond and

provides a valuable connection to other Land Bank holdings in the area.

72 Washington Street (\$2,700,000)

The Land Bank acquired this 0.14 acre waterfront property and removed the existing house in its ongoing efforts to open up scenic views of the harbor along Washington Street. The parcel directly abuts another Land Bank property it purchased from the same owner years ago. These properties are immediately adjacent to the Town's Francis Street Beach.

141 Eel Point Road (\$2,500,000)

This 13.46 acre property abuts extensive open space holdings owned by the Linda Loring Nature Foundation, Fisher's Landing cluster subdivision and the Land Bank. The owner sold the property far below fair market value to ensure its protection.

15-19 Mill Hill Lane (\$2,100,000)

The Land Bank received a \$1.2 million contribution from an anonymous donor and therefore paid \$900,000 in order to acquire this 0.51 acre property. It abuts the Town's Mill Hill Park and could potentially help to connect a pedestrian/bike path from Prospect Street to Hummock Pond Road.

44 Washington Street (\$4,700,000)

This 0.25 acre property directly abuts the Town Pier and was purchased to enhance views and public access to the harbor. The property was acquired subject to an existing 10-year lease held by the prior owner which has a maximum of eight years remaining, and the house will be removed by the seller at the end of the lease term. In addition, as part of this transaction, 39 Washington Street was acquired by the Land Bank for \$975,000 and is being held in trust for conveyance to the Town in exchange for other significant Town-owned open space parcels on or before January 31, 2017.

45 Polpis Road - Girl Scouts Camp (\$1,750,000)

This 5.2 acre property abuts existing Land Bank property to the southwest. It was purchased to permanently preserve the existing Girl Scout camp and give the local troops control over use of the facility. A new walking trail is planned from the Polpis Road bike path to connect with existing Land Bank trails at Pout Pond Road, ultimately leading out into the Middle Moors.

22 Massasoit Bridge Road (\$469,287)

Adding to a vast tract of protected open space known as the Head of Plains, the property is subject to a lease retained by the seller for their lifetime.

5 & 9 Miacomet Road (Town exchange)

The Town conveyed these properties to the Land Bank in exchange for bike path and dock easement rights to be granted on 44 Washington Street.

PROPERTY MANAGEMENT

Property management activities this year included annual projects such as maintenance of walking trails, grassland restoration mowing and burning, brush cutting of heavily overgrown areas, opening up scenic vistas, rare plant monitoring, invasive plant species management, beach clean-up, beach access management, property line delineation, and maintenance/improvement of roadways and parking areas which provide public access to Land Bank and other public properties. In addition to these annual activities the following projects were completed:

72 Washington Street -- house removal; beach restoration

50 Union Street -- house removal; park installation

158 Orange Street -- removal of houses; park/dock planning

Cathcart Road -- parking lot expansion

Old 'Sconset Golf Course -- clubhouse renovation/restoration

Miacomet Golf Course -- new cart barn construction

2A Massasoit Bridge Road - Phragmites eradication pilot project

168 Hummock Pond Road - partnered with Sustainable Nantucket in providing agricultural land for their educational community farm program

Respectfully submitted,

Allen B. Reinhard
Chairman

LEGISLATIVE UPDATE

I am once again incredibly honored to be serving the Island of Nantucket in the Massachusetts House of Representatives. I would also like to thank Senator Wolf's office for their assistance in advocating for Nantucket's local legislative agenda.

Last year, six home rule petitions were signed by the Governor. These were bills related to the Nantucket Mosquito Control Project, land conveyances, the composition of the Historic District Commission, and exemptions from MA General Law regarding funeral homes.

At the end of June 2015, two amendments affecting Nantucket were included in the FY 2016 budget. An amendment for shellfish propagation in Nantucket County allocates funds to be administered jointly by the Director of Marine Fisheries and the County. A second amendment, added to an Executive Office of Health and Human Services line item, includes language specifying that the Office shall take into consideration the increased travel costs associated with arranging access to health and human services for Island residents.

I would like to conclude by thanking the citizens of Nantucket for being an involved and active community. I am incredibly proud to represent our Island and the district as a whole in Boston.

Respectfully submitted,

Tim Madden
State Representative
Barnstable, Dukes and Nantucket

DEPARTMENT OF MUNICIPAL FINANCE

The Department of Municipal Finance includes Assessing, Collections, Treasury, Accounting, Budget and Operations. The department operates under the requirements of Massachusetts General Law (MGL) and the Massachusetts Department of Revenue (DOR). An independent firm of Certified Public Accountants audits the Town's financial statements annually. The department provides staff support to the Abatement Advisory Committee, Ad Hoc Budget Committee; Audit Committee; Capital Program Committee; and Finance Committee.

Assessing

The Assessor's office personnel (Tax Assessor plus four full-time positions) collect, compile, and verify data for the valuation of all real estate and personal property, a total of 18,223 residential, commercial, open space, personal property and exempt accounts. In addition to assessing real estate and personal property accounts, the Assessing Department processes property tax abatements, motor vehicle and boat excise taxes and abatements, statutory exemptions, residential exemptions, betterment assessments and abutters' notification lists.

The Assessor's Office annually determines the taxable value of all properties using market based ratio studies and statistical analyses. Fiscal Year 2015 assessed values for all property were as follows:

Residential properties	\$16,946,921,756
Commercial and industrial	944,004,094
Industrial	49,617,300
Open Space	11,664,300
Personal property	229,217,719
Total taxable property	\$18,181,425,169
Exempt property	3,254,053,700
Total property assessed value	\$21,435,478,869

Total taxable property increased by \$1,241,697,714 or 7% compared to the previous year. Assessment data is available to the public on the Town's website at <http://www.nantucket-ma.gov>.

The Town's levy limit in 2015 was \$63,083,855, an increase of \$2,551,069 or 4.21%. The increase came from the allowable Proposition 2½ % increase, which yielded revenue of \$1,513,320 and certified new growth which yielded revenue of \$1,037,749.

Levy Base (previous fiscal year's Levy Limit)	\$60,532,786
Proposition 2½	\$1,513,320
Revenue from Certified New Growth	\$1,037,749
Fiscal Year 2015 Levy Limit (next fiscal year's Levy Base)	\$63,083,855
Debt Exclusion	\$6,708,448
Fiscal Year 2015 Maximum Levy	\$69,792,303

The actual tax levy for FY 2015 was \$66,329,953, an increase of \$1,682,914 or 2.60% over the previous year. Property tax abatements granted on the 2015 tax levy during the abatement period totaled \$426,248.72, or 0.64% of the levy.

Tax rates for fiscal year 2015 were:

Residential	\$3.61
Open Space	\$3.45
Commercial	\$6.38
Industrial	\$6.38
Personal Property	\$6.38

For comparison, the average residential tax rate in the Commonwealth of Massachusetts in 2015 was \$14.98. Nantucket's composite tax rate was \$3.65. This is the rate that would be charged if the community used a single rate structure. One penny on the composite tax rate yielded \$181,814, compared to \$169,397 in fiscal year 2015.

A residential exemption is available for year round residents, as authorized by MGL Chapter 59 section 5c. The amount of the exemption is voted annually by the Board of Selectmen as part of the Tax Classification Hearing. For the fiscal year 2015 the exemption voted was 20% of the average residential value or \$336,917. There were 2,212 properties that qualified and received this assessment credit on their tax bills for fiscal year 2015. Average values and taxes on residential properties are listed in the next chart.

	Assessed Value	Less: Residential Exemption	Taxed Value	Real Estate Tax
Nantucket year-round residential	\$1,092,299	\$336,917	\$755,382	\$2,726
Massachusetts average residential ¹	\$369,113	N/A	\$369,113	\$5,214
Nantucket all residential	\$1,684,585	N/A	\$1,684,585	\$6,081

¹<https://dls.gateway.dor.state.ma.us/DLSReports/DLSReportViewer.aspx?ReportName=SingleFamilyTaxBill&ReportTitle=Statewide%20Average%20Single%20Family%20Tax%20Bill>. State average does not include Nantucket and the 107 other communities that have a split residential/commercial tax rate.

Collections

The Collector's office personnel (Collector plus two positions) bill and collect for real estate, personal property, motor vehicle excise and boat excise taxes and landfill bills. In addition, they process police and fire off-duty bills, departmental receipts for the Town and County, process lockbox payments, and prepare municipal lien certificates for property sales or transfers. Taxpayers have two options to pay their tax bills: in the Finance offices or online for paying real estate, personal property, motor vehicle and boat excise tax bills. To use the online system, taxpayers simply need their bill number and year; then go to the Town's website at <http://www.nantucket-ma.gov/224/Tax-Collector>.

In 2015, tax collections using the online bill pay and in office services were \$65,386,914 or 97% of the levy. This amount includes collections of delinquent taxes and tax liens. Property tax revenue represented 78% of revenue for the general operating fund.

Other revenue for the general operating fund of the Town for fiscal year 2015 is as follows, shown with fiscal year 2014 for comparison:

Other Revenue	2015	2014
Excise Taxes – motor vehicle, room, boat, meals	\$6,501,936	\$5,922,500
Charges for services – copies, Municipal Lien Certificates	\$40,656	\$53,219
Licenses, permits, rentals and fees	\$2,707,219	\$2,818,949
Penalties, interest, fines and forfeits	\$1,328,980	\$1,167,877
Other income	\$877,068	\$2,061,497
State funding	\$2,342,711	\$1,725,838
Total other revenue	\$13,798,570	\$13,749,880

Treasury

The Treasurer's office personnel (Treasurer plus 2 ½ positions) process payroll and accounts payable for the Town, County, NRTA and Land Bank, issue all new debt, invest Town funds as allowable by law, collect on or close lien tax accounts, make all debt service payments and work with the Town's financial advisor and bond counsel on the financial disclosure related to issuing new debt and SEC required reporting for outstanding debt.

MGL defines allowable borrowing purposes, maximum terms, limitations to overall debt, and types of borrowing that are inside or outside a legally defined debt limit. The debt limit for inside debt is 5% of Equalized Value (EQV) as determined by the Commonwealth, biannually. Nantucket's 2014 EQV is \$17,816,255,100, the fourth highest in the Commonwealth, and the debt limit is \$890,912,755.

The Town's long-term debt outstanding on June 30, 2015 consists of Governmental Funds debt of \$32,177,800 and Enterprise Fund debt of \$98,156,220. Changes in general long-term debt during the year is shown in the following chart. Additional detail is available in the audit report (note that for audit report purposes, any short term borrowing at year end, which was converted to long term debt prior to the issuance of the audit report, is reported as long term debt at year end, in accordance with Generally Accepted Accounting Practices (GAAP). This chart does not follow GAAP reporting conventions.

	Audited Balance				Unaudited Balance
Description	06/30/2014		Additions	Reductions	06/30/2015
Governmental Funds	\$36,953,900		\$758,200	\$5,534,300	\$32,177,800
Enterprise Funds:					
Wannacomet and Siasconset Water	\$26,495,000		\$2,581,800	\$4,835,000	\$24,241,800
Nantucket Memorial Airport	\$12,134,000		\$0	\$834,000	\$11,300,000
Sewer	\$59,946,748		\$5,255,200	\$3,041,528	\$62,159,420
Solid Waste	\$495,000			\$40,000	\$455,000
Total Enterprise Funds	\$99,069,748		\$7,867,000	\$8,750,528	\$98,156,220

Total Long Term Debt	\$136,023,648		\$8,595,200	\$14,284,828	\$130,334,020

Governmental fund debt consists primarily of General Fund debt, and includes obligations on behalf of the Nantucket Islands Land Bank and the Sewer Enterprise Fund. Long-term debt was issued during the year at an effective net interest cost of 2.56%. Moody's Investors Service affirmed the Town's Aa2 rating on long-term debt, stating that the Aa2 rating continues to reflect the Town's substantial tax base and healthy financial position.

Changes in authorized but unissued debt during fiscal 2015 were:

Authorized but unissued debt:	Balance 06/30/2014		Additions		Reductions		Balance 06/30/2015
Governmental Funds	\$2,621,551		\$61,200,000		\$4,721,551		\$59,100,000
Enterprise Funds:							
Siasconset Water	\$500,000				\$500,000		\$0
Wannacomet Water	\$1,650,000		\$5,250,000		\$800,000		\$6,100,000
Nantucket Memorial Airport	\$5,911,000		\$3,770,025		\$2,508,912		\$7,172,113
Our Island Home							\$0
Sewer	\$9,305,613		\$8,800,000		\$4,999,200		\$13,106,413
Solid Waste	\$1,133,000		\$1,000,000				\$2,133,000
Total Enterprise Funds	\$18,499,613		\$18,820,025		\$8,808,112		\$28,511,526
Total Authorized but Unissued:	\$21,121,164		\$80,020,025		\$13,529,663		\$87,611,526

Reductions of authorizations include debt issuance (not previously borrowed short term) and actions by Annual Town Meeting.

Accounting

The Accounting office personnel consist of the Assistant Town Accountant and four full-time positions. The Director of Finance serves as the Town Accountant. The accounting division maintains the accounting records for 70 funds totaling \$245.7 million at the beginning of fiscal year 2015. Major funds include the General Fund (\$27.5 million); Town capital projects funds (\$.3 million); Long-Term Debt (54.3 million); and non-major funds (state and federal grants, gift funds, revolving funds, six enterprise funds, and trust and agency funds (\$163.3 million).

The Accounting division also maintains the accounting records for the Community Preservation Funds (\$5.9 million) and Nantucket County (\$3 million) which is comprised of the General Fund, Deeds Excise Funds, County License Plate Fund, Grant Funds, and the Land Bank payroll fund.

The Assistant Town Accountant with the assistance of two Accounting Clerks prepares the draft financial reports to meet local, state and federal requirements for the Director of Finance's review on an annual basis. The Director of Finance coordinates the annual audit with a third party independent audit firm for both the Town and County. In FY 2015, the FY 2015 audit was completed on January 15, 2015 with a fourth consecutive unqualified opinion. An unqualified opinion, which is also referred to as a "clean" opinion, means in the independent auditor's opinion, the Town has fairly presented its financial position, results of overall government operations, changes in cash flows, and application and conformity with GAAP.

During FY 2015, most of the Accounting Division's focus was on addressing internal controls which needed to be strengthened as outlined in the FY 2014 and FY 2015 Audit Management Letter and Operational Review findings, as well as reconciling major fund activity (cash, accounts receivable, special revenue fund, and trusts) on a monthly basis. The FY 2015 Management Letter identified no material weaknesses and six other findings.

The findings corrected in FY 2015 consisted of the following: Monthly Reconciliation of Airport Receivables with the Town, Payroll processing, Posting of Water and Sewer Receipts, Health Insurance Trust Payments and Capital Assets reconciliations.

Other matters are opportunities to strengthen internal controls or operating efficiencies throughout the Town. Other matters addressed in FY 2015 include but are not limited the completion and submission of the Comprehensive Annual Financial Report (CAFR), continued contributions to the Other Postemployment Benefits (OPEB) trust, and a review of the purchase order policy.

Budget

The Budget office personnel consists of one full time position and is assisted by the Director of Finance to maintain budget records for all budgetary fund and account groups, provide financial analysis during union negotiations, and support department heads and Town Administration during the annual budgetary process.

The Massachusetts Department of Revenue certified the Town's FY 2015 Municipal Budget in the amount of \$117,794,988 comprised of \$78.2 million from the tax levy and other general revenues, \$5.3 million from free cash, \$2.0 million from other special revenue funds, and \$32.2 million from Enterprise and Community Preservation Funds.

The FY 2015 General Fund budget was \$71.4 million which includes general government, public safety, marine and costal resources, maintenance, health and human services, and the school department. The General Fund budget also includes shared expenses in Town and school departments such as debt service, health and other insurances, and retirement assessments.

Special revenue funds receive revenues from federal and state grants, and from fee-based programs. Revenues are legally restricted for a specific purpose under MGL Chapter, 44 Section 53E½ or other local and state legislation. The amount budgeted in FY 2015 for Revolving Funds were \$6.4 million. Revolving Funds budgeted amounts are not included in the total Municipal Budget amount listed above.

The Town of Nantucket has six enterprise funds (Nantucket Memorial Airport, Wannacomet Water Company, Siasconset Water, Our Island Home, Sewer and Solid Waste). Enterprise funds are established to show the full cost of operations for business type activities, and user charges provide a substantial portion of revenues. In lieu of residential user charges for solid waste operations, the Town of Nantucket provides funds to operate the landfill from general tax revenue. The total provided in FY 2015 was \$5,399,707 comprised of \$3,150,850 in operating overrides, approved by the voters at Annual and Special Town Meetings, with additional subsidy from the General Fund in the amount of \$1,548,857 for operations and \$700,000 for landfill mining. The Town of Nantucket also provides a General Fund subsidy to Our Island Home; the FY 2015 total provided from general tax revenue was \$2,267,000. In FY 2015 the Nantucket Memorial Airport did not require a subsidy from the General Fund. It is important to note, the Nantucket Memorial Airport subsidies from tax revenue were anticipated to be temporary and the Airport

Commission has committed to work with the Board of Selectmen on a repayment schedule to the General Fund over the ensuing fiscal years.

Department Highlights

FY 2015 was a year of growth in the Finance Department. We continued to make progress in the addressing of the management letter comments. During FY 2015 we completed the Town's first ever Comprehensive Annual Financial Report (CAFR) for year ended June 30, 2014. The Town also submitted this report to the Government Finance Officers Association (GFOA), for participation in their Financial Reporting Excellence Award program. I am pleased to say during FY 2015 we were notified that we had achieved this award, making us one of only 24 communities in the Commonwealth to prepare, submit and receive the award. The report is available on the Town of Nantucket website.

On behalf of the Finance Department, I would like to take this opportunity to thank the public, Town Administration, Board of Selectmen, Finance Committee, Audit Committee, Ad Hoc Budget Workgroup, Board of Assessors, Capital Program Committee, Town, School, and Enterprise Fund departments for your continued support during FY 2015. We look forward to continuing to improve our transparency and customer service levels in the coming years.

Respectfully submitted,

Brian E. Turbitt
Director of Municipal Finance

NANTUCKET ENERGY OFFICE

In FY 2015, the Town's Energy Office conducted activities to promote and encourage island-wide energy awareness and reduction measures and to implement and monitor energy efficiency, conservation, and renewable energy projects at municipal facilities that can deliver significant taxpayer savings through lower energy bills, while contributing to overall community sustainability and economic development. Among the achievements of the Energy Office in FY 2015 were the following:

- Put in place a system for monitoring energy consumption by Town facilities on an ongoing basis. In FY 2015, Town facilities consumed 11,772,265 kWh of electricity, 174,655 gallons of heating oil, and 34,244 gallons of propane at an overall cost of \$2,571,377. According to energy management software, the Town used 8.4% less electricity in FY 2015 than in FY 2012, when the energy baseline was established. This is despite the effect of colder winter weather on the Town's many electrically heated facilities. However, electricity supply prices remained at record high levels, costing 20% more than in FY 2012.
- Competitively procured the Town's electric supply with Liberty Power, producing approximately \$524,000 in actual electricity savings against National Grid's standard generation rate.
- Coordinated 338 Mass Save home energy assessments for Nantucket residents, resulting in over a million dollars in annual energy savings.
- Coordinated and managed technical assessments and energy audits of the Town's top energy consuming facilities, including: Town Hall, the Planning and Land Use Services Office, Nantucket Public Schools, and the Surfside Wastewater Treatment Plant. A LED lighting upgrade project at

the Nantucket High School helped achieve a 21% reduction in electricity when compared to FY 2014. Other recommended lighting and energy efficiency measures are scheduled to be implemented in FY 2016.

- Completed energy assessments at all Town-owned staff houses, resulting in thousands of dollars of free instant saving measures (LEDs, smart power strips, programmable thermostats), as well as insulation incentives, free dehumidifiers, and two free “hybrid heat pump water heaters” that have shown savings of 35% in electricity costs.
- Secured 1,032 free LED and high efficiency florescent tube lighting for Town facilities valued at nearly \$11,000 and which are estimated to save the Town approximately 70,500 kWh and \$10,500 in energy costs per year.
- Worked with National Grid to identify methods for reducing growth in electrical demand during peak periods in order to defer the need for a third underwater electric cable from the mainland.
- Surveyed opportunities for solar PV installations on Town buildings and land. Supported development of solar PV facilities on land adjacent to the Nantucket Airport and at the Surfside Wastewater Treatment Facility.
- Supported efforts to implement energy efficiency measures at Nantucket Airport through procurement of an energy service company under a performance contracting arrangement as part of the MassDOT and USDOT Carbon Neutral Airport Program.
- Secured a two-year Massachusetts Department of Energy Resources (DOER) grant to fund the Nantucket Energy Office through FY 2016.
- Served on the Bureau of Ocean Energy Management (BOEM)’s Massachusetts Intergovernmental Renewable Energy Task Force to provide input on behalf of the Town of Nantucket regarding a Federal off-shore wind power development project.
- Sold 205 Renewable Energy Certificates from the electric output of the wind turbine at the high school to realize revenue of \$11,712 for the Town.
- Organized and hosted various community outreach and education events and projects, including:
 - A public electric vehicle test drive and charging demonstration event;
 - A 3rd grade Enrichment Cluster to introduce the concepts of energy sources, renewable sources, and energy conservation to third grade students at Nantucket Elementary School;
 - A collaboration with the Nantucket Builders Association which sponsored an “Energy Code” educational workshop series to help raise local contractor compliance levels with the new energy building codes;
 - A Worcester Polytechnic Institute research project to evaluate the social and economic feasibility of converting Nantucket’s decorative streetlamps to LED lights.

Goals for FY 2016 include continuation and expansion of all of the programs listed above to further encourage efficient use of energy on Nantucket through new and innovative means. We are grateful to the Town officials, staff and volunteer supporters who have supported our efforts in past years and we look forward to further success in improving the efficiency of our energy use.

Respectfully submitted,

Lauren Sinatra
Energy Coordinator

TOWN MANAGER

The Charter for the Town of Nantucket outlines fifteen specific duties for the Town Manager. These duties include: oversight of town departments; personnel appointments; collective bargaining negotiations and other personnel-related matters; preparation of the annual budget and Town Meeting warrants; and, implementation of policy set forth by the Board of Selectmen. All departments, except for the School, Airport and Water departments, are contained within the purview of Town Administration.

Personnel/Staffing

Human Resources Office

Human Resources Director Patricia Perris retired in May of 2015. We extend our best wishes to Pat and were in the process of hiring a new Director by the end of FY 2015. Benefits Administrator Amanda Johnson (now Perry) was promoted to Assistant Human Resources Director and kept things going for us in the interim. We appreciate her dedication and commitment. The HR Office was relocated from 3 East Chestnut Street to the Town Building to have more consistent daily interaction with Town Administration.

Public Health Department

Toward the end of FY 2015, long-time Health Officer (37 years!) Richard Ray retired. Richard leaves behind a legacy of dedicated service to the Town -- some of the regulations he was instrumental in putting forward for the benefit of the community's public health include smoking regulations (prohibition in restaurants, public property and elsewhere), and various septic system regulations meant to protect Nantucket's drinking water and other water resources. Richard's commitment to his community was a top priority and his service for so many years is very much appreciated. Richard was acknowledged with a standing ovation at the 2015 Annual Town Meeting and was presented with a plaque and appreciation from numerous former Selectmen who came to acknowledge him at a Selectmen's meeting last spring. Best wishes, Richard! By the end of FY 2015, we were very close to selecting Richard's replacement. In the interim, the Public Health Department was carved out of the Planning and Land Use Department to have greater visibility and autonomy to address the needs of the Board of Health, the Board of Selectmen and Town Administration. Their office was relocated to 3 East Chestnut Street from 2 Fairgrounds Road.

Natural Resources

Funding for a Water Quality Biologist was appropriated at the 2014 Annual Town Meeting. During FY 2015, we hired Kaitlyn Shaw to fill the position. Kaitlyn's responsibilities include monitoring the results of water quality testing of ponds, and the harbors as well as initiatives for water quality improvement. During the summer of 2015, Kaitlyn organized and implemented a campaign to mark stormwater outfall pipes to show what should not be put into them.

Permitting and Licensing

Upon request by the Board of Selectmen to have more efficient entertainment and alcohol licensing oversight, the Licensing Office was transferred from Town Administration to Police Administration to complement the permitting and enforcement functions overseen by the Police Department. Anne McAndrew, Licensing Agent, was moved from Town Administration to Police Administration. Amy Baxter was hired as Business License Inspector to provide dedicated management of the Town's many licenses and permits as well as oversee event permitting.

Human Services

Human Services Director Pamela Meriam retired in the fall of 2014 after ten years of service to the Town. We thank Pam for her service and wish her the best – she has dropped in periodically to help out with staffing at Our Island Home when needed. Our Island Home Administrator Rachel Chretien was promoted to Human Services Director. By the end of FY 2015 we had not been able to fill the position of Our Island Home Administrator and were examining other options to address this critical position.

Town Administration

In 2014 an Organizational Assessment of Town Administration was conducted by The Executive Suite, Inc. of Hyannis. One of their findings was the need for greater ability to provide customer service to the public based on the volume of calls, drop-ins and workload. As a result, in July 2015 Katie Cabral was hired as Town Administration's new Customer Service Specialist. Katie works at the front desk of the Town Administration Office at 16 Broad Street.

Other Personnel Activities

A continuing project into FY 2015 was the completion of a wage and staffing study. The results of the study confirmed our beliefs that our compensation and classification structure is somewhat inconsistent internally and externally, mostly in the compensation category. It will take time, focused effort and in some cases collective bargaining with one or more unions in order to address the issues. There is also the "Nantucket factor" which arises when attracting, hiring and retaining qualified personnel. A potential conclusion from the study is that while in several areas Nantucket town employee compensation levels are somewhat higher than comparable positions in comparable towns, the cost-of-living situations are not equal so higher salaries are justifiable.

2015 Town Meetings/Budget

The 2015 Annual Town Meeting was held on Monday, April 6, 2015. The Town Meeting warrant contained 111 citizen and Town-sponsored articles, including appropriations, zoning, real estate dispositions, bylaw amendments and home rule petitions. Of the 111 articles, approximately 30 were called for discussion. The FY 2016 General Fund budget as approved by the 2015 Annual Town Meeting was \$71,404,733 -- an increase of about 6% over FY 2015. Approved General Fund capital projects for FY 2016 totaled approximately \$9,000,000 mostly for infrastructure repairs and maintenance and capital improvements for Town and School buildings. These expenditures were funded from free cash, unexpended prior year capital articles and the General Fund operating budget. Property taxes were not increased to cover any of these projects. Other noteworthy articles included:

- Article 11 - New fire station for \$15,000,000
- Article 12 - School expansion project for \$46,200,000
- Article 80 – Ban on Sale and Use of Balloons

A complete listing of votes may be found on the Town's website at the Town Clerk's webpage <http://www.nantucket-ma.gov/DocumentCenter/Home/View/8659>.

While economic conditions have improved and allowed us to begin implementing items that have been put off, we remain cautious as to continued economic growth and conservative in our revenue and expense projections. As we move toward developing budgets for FY 2017-18, we are continuing to review ways in

which the Town can become more efficiently operated – some of these may have an upfront cost but would achieve long-term savings and/or better service to the community.

Significant Projects/Issues

Winter Storm Juno – January, 2015 - Highlights

- Destroyed Town Pier and all hands on deck to fix it by summer (this was accomplished and we are grateful to the various Town staff who worked hard to make it happen)
- Town without power in locations for over 24 hours
- Significant damage and erosion throughout the island
- Governor Baker flew to island by helicopter to survey the damage
- Huge thanks to National Grid, Verizon, Comcast and all Town departments, particularly Harbormaster, DPW, Procurement, Emergency Management, Police and Fire

Wastewater Management Planning

Considerable effort was spent, and continues to be spent, on the development of a wastewater action plan. The 2012 Annual Town Meeting approved funding to update the Town's 2004 Comprehensive Wastewater Management Plan (CWMP). This work is underway with Woodard & Curran, the Town's wastewater consultants. The update was completed during FY 2015 and may be found on the Town's website at www.nantucket-ma.gov/249/Comprehensive-Wastewater-Management-Plan. In FY 2013, the Board of Selectmen established a Sewer Planning Work Group to assist with recommendations on a variety of wastewater items, including financing of future capital projects. The group issued a final report to the Board of Selectmen in May of 2015. One of the recommendations concerned how to pay for upcoming sewer projects. This discussion proceeded into FY 2016 and there will be a sewer project or projects put forward at the 2016 Annual Town Meeting to begin implementing the CWMP.

Financial Management

A continuing goal is to achieve unqualified audit opinions. I am again pleased to report that we achieved an unqualified audit opinion for FY 2015 (final audit report came out in 2016). The final report may be found at <http://www.nantucket-ma.gov/ArchiveCenter/ViewFile/Item/353>. The Audit Committee (comprised of Chair and Vice-Chair of the Board of Selectmen and Chair of the Finance Committee) met regularly through the year with the auditor and staff to review audit issues as contained in the management letter to the audit.

In FY 2015, the Finance Director prepared a Comprehensive Annual Financial Report (CAFR) for the first time (for Nantucket). This is a major undertaking and the report is available on the Town's website: <http://www.nantucket-ma.gov/ArchiveCenter/ViewFile/Item/331>.

Facilities Management and Public Buildings

In 2015 a Facilities Condition Assessment of the Town's Public Facilities was conducted by LLB Architects, Inc. of Providence, RI. The resulting report indicates the need for greater focus on immediate repairs, facility upgrades and preventative maintenance. We will be putting forward increase requests for maintenance, repair and capital items beginning in the FY 2017 budget to address these issues. LLB was also engaged to conduct a feasibility study for a new municipal building at 2 Fairgrounds Road – pursuant to a vote of the Board of Selectmen to move municipal offices to that location in the future. That study was on-going into FY 2016.

Several projects were in the planning and design stages at the end of FY 2015, including a renovation to the Children's Beach concession building, renovation to the Brant Point Boat House/Shellfish Propagation Facility, new Fire Station, Hummock Pond Road bike path extension, reconstruction of the Boulevard, bike path connector from Prospect Street to Joy Street, and review of the Our Island Home facility. This facility is outdated and in declining physical condition. As we moved into FY 2016 discussions were beginning regarding the possibility of relocating the facility elsewhere on the island.

Housing

Going into FY 2016, we will be working to develop a plan for much needed housing (Town employee and/or community) at the Town's 2-4 Fairgrounds Road property. Discussions regarding a plan began toward the end of FY 2015. The 2015 Annual Town Meeting voted to authorize a long-term lease of the property.

I would like to extend my sincere thanks to the Board of Selectmen, my immediate staff, including Gregg Tivnan (Assistant Town Manager), Erika Mooney (Executive Assistant to the Town Manager), Heidi Bauer (Procurement Officer), Katie Cabral (Customer Service Specialist), Anne McAndrew (Licensing Agent); and, the department heads for their support and assistance throughout the year. I also extend thanks to the Town employees for their efforts to serve the Town. There is a lot of hard work that goes into making Nantucket a great place to live and that work often goes unseen. Of course, the support of the Nantucket community is always appreciated.

Respectfully submitted,

C. Elizabeth Gibson
Town Manager



TOWN AND COUNTY CLERK

We are in our second year of using the Commonwealth's Electronic Birth Registration. Most of the kinks have been worked out. Nancy has found, however, that affidavits and corrections of birth are becoming more frequent. We have been using the new Electronic Death Registration for almost a year. We are finding it problematic here in Nantucket in that oftentimes, the decedent sometimes is interred before we have received the death certificate, and issued a permit. Cremations are sometimes getting their permits the day-of.

We were so happy to swear in our new Fire Chief, Paul Rhude. We bid a very fond farewell to our retiring Chief Mark McDougall. We will miss him.



I attend every conference that is scheduled in order to stay abreast of the ever-changing election laws, and those of our other statutory duties. One change that I believe will be particularly cumbersome, and may turn out to be costly as well, is the concept of "early voting" for the 2016 Presidential election. We will be required to "open our polling place" (currently the High School) ten days prior to the election. We must staff it every day, and perhaps hold hours on the weekends. The Commonwealth Clerks, who were not consulted before this change, are hoping to modify this, or eliminate it altogether. We see this as an impossible duplication of effort and expense. After all, our offices are open for absentee voting during roughly the same period of time. I am hoping that this will have been modified by our fall conference at the end of September, 2015.

We continue to be grateful for our new, more spacious offices. By the time you read this, we will have had our new archival shelving system installed. You generously approved this at the 2015 Annual Town Meeting. \$49,000 was appropriated, but we have come substantially under budget at around \$30,000. We love visitors, so please drop in any time to see our new spiffy vault.

We thank the Board of Registrars: Carolyn Gould, Janet Coffin and David Goodman; and our stalwart Town Meeting and Election Workers. Most especially, we are most grateful for Warden Frank Psaradelis and his son Peter. They work tirelessly for days on end, setting up for, and dismantling our many elections and town meetings. Sheriff Jim Perelman and Manny Dias make sure that all is in order at the ballot box. All these folks' hard work ensures that our elections come off without a hitch!

I truly appreciate all the wonderful support and encouragement the Town, the voters, and the residents of Nantucket have given to the Town Clerk's Office. The support extended to us by the voters at town meeting, and through our everyday interactions make our jobs the most pleasant we could ever imagine. As always, if there is anything that we may do to serve you better, please let us know.

The bylaws and zoning information for the Town of Nantucket are always available online at <http://ecode360.com/NA0948?needHash=true> and may be accessed directly from the Town website: <http://www.nantucket-ma.gov>.

STATE ELECTION – NOVEMBER 4, 2014

TOTAL BALLOTS CAST

8,608 registered voters

3,724 ballots cast

43% percentage voting

SENATOR IN CONGRESS

Markey, Edward J. 2,233 ballots

Herr, Brian J. 1,386 ballots

Blanks 102 ballots

Write-ins 3 ballots

GOVERNOR AND LIEUTENANT GOVERNOR

Baker and Polito 1,717 ballots

Coakley and Kerrigan 1,817 ballots

Falchuk and Jennings 92 ballots

Lively and Saunders 24 ballots

McCormick and Post 29 ballots

Blanks 44 ballots

Write-ins 1 ballot

ATTORNEY GENERAL

Healey, Maura 2,099 ballots

Miller, John B. 1,466 ballots

Blanks 158 ballots

Write-ins 1 ballots

SECRETARY OF STATE

Galvin, William Francis 2,341 ballots

D'Arcangelo, David 1,106 ballots

Factor, Daniel L. 141 ballots

Blanks 135 ballots

Write-ins 1 ballot

TREASURER

Goldberg, Deborah B. 1,905 ballots

Heffernan, Michael James	1,451 ballots
Jackson, Ian T.	155 ballots
Blanks	212 ballots
Write-ins	1 ballot

AUDITOR

Bump, Suzanne M.	1,976 ballots
Saint Aubin, Patricia S.	1,305 ballots
Merelice, MK	159 ballots
Blanks	283 ballots
Write-ins	1 ballot

REPRESENTATIVE IN CONGRESS

Keating, William Richard	2,230 ballots
Chapman, John C.	1,394 ballots
Blanks	99 ballots
Write-ins	1 ballot

COUNCILLOR

Ferreira, Joseph C.	2,556 ballots
Blanks	1,140 ballots
Write-ins	28 ballots

SENATOR IN GENERAL COURT

Wolf, Daniel A.	2,314 ballots
Beaty, Ronald R. Jr.	1,223 ballots
Blanks	180 ballots
Write-ins	7 ballots

REPRESENTATIVE IN GENERAL COURT

Madden, Timothy R.	3,039 ballots
Blanks	657 ballots
Write-ins	28 ballots

DISTRICT ATTORNEY

O'Keefe, Michael D.	2,034 ballots
Barry, Richard G.	1,504 ballots
Blanks	184 ballots
Write-ins	2 ballots

REGISTER OF PROBATE

Beamish, Susan D.	3,032 ballots
Blanks	669 ballots
Write-ins	23 ballots

QUESTION ONE – GAS TAX

Yes	1,783 ballots
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No	1,740 ballots
Blanks	201 ballots

QUESTION TWO – BOTTLE BILL

Yes	1,308 ballots
No	2,337 ballots
Blanks	79 ballots

QUESTION THREE – GAMING

Yes	1,742 ballots
No	1,862 ballots
Blanks	120 ballots

QUESTION FOUR – SICK TIME

Yes	1,912 ballots
No	1,688 ballots
Blanks	124 ballots

QUESTION FIVE – PLUME EXPOSURE EMERGENCY PLANNING ZONE (Non-binding)

Yes	2,240 ballots
No	952 ballots
Blanks	532 ballots

ANNUAL TOWN MEETING – APRIL 6, 2015

The following is a summary of the articles called and discussed, and the vote taken by the 2015 Annual Town Meeting held at the Nantucket High School, Mary P. Walker Auditorium, 10 Surfside Road, on April 6, 2015. Ultimately, 1,040 registered voters were in attendance. The meeting was called to order at 6:15 PM.

It was moved that the following articles be voted in accordance with the motions recommended by the Finance Committee or, in the absence of a Finance Committee motion, then in accordance with the motions as recommended by the Planning Board, as printed in the Finance Committee Report, with technical amendments brought forward during the course of the meeting: Articles 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 45, 46, 47, 50, 51, 52, 58, 59, 60, 61, 63, 64, 65, 66, 67, 68, 69, 70, 71, 73, 74, 75, 76, 77, 78, 84, 85, 86, 87, 88, 91, 92, 94, 95, 96, 97, 99, 100, 101, 104, 106, 107, 110, and 111. The meeting was adjourned at 10:23 PM, ending with Article 53.

Tuesday, April 7, 2015 – 636 voters in attendance. The meeting was called to order at 6:03 PM and adjourned at 10:45 PM, ending with Article 80.

Wednesday, April 8, 2015 – The meeting was called to order at 6:04 PM. There were 423 voters in attendance.

Article 1: Receipt of Reports. (Not Called) adopted by unanimous voice vote.

Article 2: Appropriation: Unpaid Bills. (Not Called) adopted by unanimous voice vote.

Article 3: Appropriation: Prior Year Articles. (Not Called) adopted by unanimous voice vote.

Article 4: Revolving Accounts: Annual Authorization. (Not Called) adopted by unanimous voice vote.

Article 5: Appropriation: Reserve Fund. (Not Called) adopted by unanimous voice vote.

Article 6: FY 2015 General Fund Budget Transfers. (Not Called) adopted by unanimous voice vote.

Article 7: Personnel Compensation Plans for FY 2016. (Not Called) adopted by unanimous voice vote.

Article 8: Appropriation: FY 2016 General Fund Operating Budget. (Not Called) adopted by unanimous voice vote.

Article 9: Appropriation: Health and Human Services. (Not Called) adopted by unanimous voice vote.

Article 10: Appropriation: General Fund Capital Expenditures. (Not Called) adopted by unanimous voice vote.

Article 11: Appropriation: Fire Station. (Called) adopted by declared 2/3 majority voice vote.

Article 12: Appropriation: School. (Not Called) adopted by unanimous voice vote.

Article 13: Appropriation: FY 2016 Enterprise Funds Operation. (Not Called) adopted by unanimous voice vote.

Article 14: Appropriation: Enterprise Funds Capital Expenditures. (Not Called) adopted by unanimous voice vote.

Article 15: Enterprise Funds: Fiscal Year 2015 Budget Transfers. (Not Called) adopted by unanimous voice vote.

Article 16: Appropriation: Waterways Improvement Fund. (Not Called) adopted by unanimous voice vote.

Article 17: Authorization: Airport Aviation Fuel Revolving Fund for Fiscal Year 2016. (Not Called) adopted by unanimous voice vote.

Article 18: Appropriation: Airport Carbon Neutral Program Energy Management Services. (Not Called) adopted by unanimous voice vote.

Article 19: Appropriation: Ambulance Fund. (Not Called) adopted by unanimous voice vote.

Article 20: Appropriation: County Assessment. (Not Called) adopted by unanimous voice vote.

Article 21: Appropriation: Finalizing Fiscal Year 2016 County Budget. (Not Called) take no action by unanimous voice vote.

Article 22: Rescind Unused Borrowing Authority. (Not Called) adopted by unanimous voice vote.

Article 23: Appropriation: Ferry Embarkation Fee. (Not Called) adopted by unanimous voice vote.

Article 24: Appropriation: Other Post-Employment Benefits Trust Fund. (Not Called) adopted by unanimous voice vote.

Article 25: Authorization to Borrow for Easy Street Bulkhead Renovation. (Not Called) adopted by unanimous voice vote.

Article 26: Appropriation: Collective Bargaining Agreement/Fire. (Not Called) adopted by unanimous voice vote.

Article 27: Appropriation: Collective Bargaining Agreement/Airport Union. (Not Called) adopted by unanimous voice vote.

Article 28: Appropriation: Collective Bargaining Agreement/Our Island Home. (Not Called) adopted by unanimous voice vote.

Article 29: Appropriation: Collective Bargaining Agreement/Public Works. (Not Called) adopted by unanimous voice vote.

Article 30: Appropriation: Collective Bargaining Agreement/Laborer's Union. (Not Called) adopted by unanimous voice vote.

Article 31: Appropriation: Collective Bargaining Agreement/Police. (Not Called) adopted by unanimous voice vote.

Article 32: Appropriation: Collective Bargaining Agreement/Wannacomet Water. (Not Called) adopted by unanimous voice vote.

Article 33: Amendment to FY2015 Community Preservation Funds Appropriation. (Not Called) adopted by unanimous voice vote.

Article 34: Community Preservation Committee: Fiscal Year 2016 Budget Transfers. (Not Called) adopted by unanimous voice vote.

Article 35: Appropriation: FY 2016 Community Preservation Fund Committee. (Not Called) adopted by unanimous voice vote.

Article 36: Community Preservation Fund Appropriation: Sachem's Path. (Not Called) adopted by unanimous voice vote.

Article 37: Appropriation: Replacement Servers. (Not Called) take no action by unanimous voice vote.

Article 38: Appropriation: Archival Vault System. (Not Called) adopted by unanimous voice vote.

Article 39: Appropriation: Canine Retirement Stipend. (Called) not adopted by majority voice vote.

Article 40: Appropriation: Funding for Granite Curbing Along Hooper Farm Road. (Called) not adopted by declared 2/3 majority voice vote.

Article 41: Appropriation: Creation of Parking on Cathcart Road. (Called) not adopted by hand count vote: YES – 292; NO – 429.

Article 42: Zoning Bylaw Amendment/Home Rule Petition: Coastal Erosion Liability Waiver. (Called) not adopted by majority voice vote.

Article 43: Zoning Map Change: LC to CDT/North Water Street. (Called) not adopted by majority voice vote.

Article 44: Zoning Bylaw Amendment: Rooming, Lodging, and Guest Houses in ROH District within a ½ mile radius of the CDT District and Zoning Map Change: LC to ROH and CN – N. Water, Sea, Easton, N. Beach, S. Beach Streets and Harbor View Way and Mackay Way – Brant Point. (Called) adopted by declared 2/3 majority voice vote.

Article 45: Zoning Map Change: RC to ROH – Union Street, Washington Street and Duck Pond Lane. (Not Called) adopted by unanimous voice vote.

Article 46: Zoning Map Change: SR-1 to SOH: West Sankaty Road, New and King Streets. (Not Called) adopted by unanimous voice vote.

Article 47: Zoning Bylaw Amendment: New Zoning Districts R-5 and R-10 Limited and Zoning Map Change: Pine Valley R-10 to R-10L. (Not Called) adopted by unanimous voice vote.

Article 48: Zoning Map (Miscellaneous) Changes and Zoning Bylaw Amendment: Town & County Overlay District. (Called) adopted as amended by collier by declared 2/3 majority voice vote.

Article 49: Zoning Map Change: R-10 to CN/Fairgrounds Road and Newton Road. (Called, Call withdrawn) voted to take no action by unanimous voice vote.

Article 50: Zoning Bylaw Change: R-10 to RC/40 and 42R Sparks Avenue. (Not Called) take no action by unanimous voice vote.

Article 51: Zoning Map Change: CI to CN/Portion of 3 Shadbush Road. (Not Called) take no action by unanimous voice vote.

Article 52: Zoning Map Change: R-20 to VR and LUG-2 to VN, VR and V-TEC at 164, 165, 167, and 171 Hummock Pond Road. (Not Called) adopted by unanimous voice vote.

Article 53: Zoning Bylaw Change: Daffodil Lane and Mayflower Circle – R-20 to R-5 and Evergreen Way – LUG-2 to R-10, R-10L, and or R-20. (Called) not adopted by hand count vote: YES – 308; NO – 293.

Article 54: Zoning Map Change: Evergreen Way, Daffodil Lane, and Davkim Lane – LUG-2 to R-40. (Called) not adopted by hand count vote: YES – 281; NO – 246 (2/3 would have been 351).

Article 55: Zoning Map Change: LUG-2 to LUG-1 Surfside West and Surfside South – South Shore Road, Rachel Drive, Zachary Way, Tripp Drive, Correia Lane, Felcon Lane, Marilyn Lane, Masaquet Avenue, Morgan Square, Boulevarde, White, Pochick Avenue, Okorwaw Avenue, Lover’s Lane, and Monohansett Road. (Called) not adopted by hand count vote: YES – 236; NO – 296 (2/3 would have been 355).

Article 56: Zoning Map Change: South Shore Road from LUG-2 to R-10, R-20, and/or R-40 and Town and Country Overlay District Amendment. (Called) not adopted by hand count vote: YES – 226; NO – 281 (2/3 would have been 338).

Article 57: Zoning Map Change: R-10 to CN – Hooper Farm and Fairgrounds Road and Sparks Avenue. (Called) not adopted by majority voice vote.

Article 58: Zoning Map Change: Airport Property: LUG-3 and/or CI to R-5, R-10, and/or CN – 10 Sun Island Road and Zoning Bylaw Amendment. (Not Called) adopted by unanimous voice vote.

Article 59: Zoning Map Change: RC, R-1, ROH, and R-20 to R-40 – Town Open Space. (Not Called) adopted by unanimous voice vote.

Article 60: Zoning Map Change: RC-2, VR, LUG-1, and LUG-2 to LUG-3 – Country Open Space. (Not Called) adopted by unanimous voice vote.

Article 61: Zoning Bylaw Amendment: Accessory Apartment. (Not Called) adopted by unanimous voice vote.

Article 62: Zoning Bylaw Amendment: Tertiary Dwelling. (Called) adopted as amended by Miller by declared 2/3 majority voice vote.

Article 63: Zoning Bylaw Amendment: ‘Tiny House’ District. (Not Called) take no action by unanimous voice vote.

Article 64: Zoning Bylaw Amendment: Miscellaneous Technical Corrections. (Called) adopted by declared 2/3 majority voice vote.

Article 65: Zoning Bylaw Amendment: Definitions/Ownership. (Not Called) adopted by unanimous voice vote.

Article 66: Zoning Bylaw Amendment: Definitions/Municipal. (Not Called) adopted by unanimous voice vote.

Article 67: Zoning Bylaw Amendment: Major/Minor Site Plan Review. (Not Called) adopted by unanimous voice vote.

Article 68: Zoning Bylaw Amendment: Special Permit Granting Authority for Commercial Uses. (Not Called) adopted by unanimous voice vote.

Article 69: Zoning Bylaw Amendment: Height Limitations. (Not Called) adopted by unanimous voice vote.

Article 70: Zoning Map Change: R-1 and R-10 to CN and Zoning Bylaw Amendment: Nantucket Cottage Hospital Overlay District. (Not Called) adopted by unanimous voice vote.

Article 71: Bylaw Amendment: Board of Sewer Commissioners/Siasconset Sewer District Map Changes. (Not Called) adopted by unanimous voice vote.

Article 72: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes. (Called) adopted by majority voice vote.

Article 73: Bylaw Amendment: Board of Sewer Commissioners/Siasconset Sewer District Map Changes. (Not Called) take no action by unanimous voice vote.

Article 74: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes. (Not Called) take no action by unanimous voice vote.

Article 75: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes. (Not Called) adopted as reconsidered, and recommended, by unanimous voice vote.

Article 76: Bylaw Amendment: Poles and Wires, Removal of. (Not Called) adopted by unanimous voice vote.

Article 77: Bylaw Amendment: Peace and Good Order. (Not Called) adopted by unanimous voice vote.

Article 78: Bylaw Amendment: Peace and Good Order. (Not Called) adopted by unanimous voice vote.

Article 79: Bylaw Amendment: Wharves and Waterways. (Called) adopted by majority voice vote.

Article 80: Bylaw Amendment: Ban on Sale and Use of Balloons. (Called) adopted by hand count vote: YES – 314, NO – 103.

Article 81: Acceptance of Massachusetts General Law Pertaining to Capital Projects Stabilization Fund. (Called) adopted by declared 2/3 majority voice vote.

Article 82: Repeal of Home Rule Petition Relative to Retirement Benefits for Nantucket Town and County Employees. (Called) adopted by majority voice vote.

Article 83: Maintain Existing Retirement Plans. (Called, Call withdrawn) take no action by unanimous voice vote.

Article 84: Home Rule Petition: Airport Fuel Revolving Fund. (Not Called) adopted by unanimous voice vote.

Article 85: Home Rule Petition: Community Preservation Committee. (Not Called) adopted by unanimous voice vote.

Article 86: Home Rule Petition: Increasing Residential Property Exemption. (Not Called) adopted by unanimous voice vote.

Article 87: Home Rule Petition: Conveyance of Properties from County to Town. (Not Called) adopted by unanimous voice vote.

Article 88: Home Rule Petition: Real Estate Conveyances to Nantucket Islands Land Bank and Madaket Conservation Land Trust. (Not Called) adopted by unanimous voice vote.

Article 89: Real Estate Disposition/Home Rule Petition: Transfer of 47 Prospect Street and 1 Milestone Road. (Called) not adopted by majority voice vote.

Article 90: Zoning Map Change: R-40 – CN. (Called, Call withdrawn) take no action by unanimous voice vote.

Article 91: Home Rule Petition: Conveyance of Property/Portion of 47 Prospect Street. (Not Called) take no action by unanimous voice vote.

Article 92: Home Rule Petition: Repeal of Amendment of Historic District Commission Act Relative to Membership. (Not Called) not adopted by unanimous voice vote.

Article 93: Home Rule Petition: Amendment of Historic District Commission Act. (Called) adopted by hand count vote: YES – 218, NO – 152.

Article 94: Home Rule Petition: Amendment of Historic District Commission Act. (Not Called) take no action by unanimous voice vote.

Article 95: Real Estate Conveyance: Portions of Baxter Road. (Not Called) adopted by unanimous voice vote.

Article 96: Real Estate Acquisition: Unnamed Way Off Baxter Road. (Not Called) adopted by unanimous voice vote.

Article 97: Real Estate Disposition: Unnamed Way Off Baxter Road. (Not Called) adopted by unanimous voice vote.

Article 98: Real Estate Conveyance: Industrial Land. (Called) adopted by majority voice vote.

Article 99: Real Estate Disposition: Long-term Lease Authorization for Town-owned portions of 16 Vincent Circle and Ticcama Way fka 2 Fairgrounds Road. (Not Called) adopted by unanimous voice vote.

Article 100: Long-term Lease Authorization: Airport Road Parcel. (Not Called) adopted by unanimous voice vote.

Article 101: Real Estate Conveyance: Miscellaneous Land. (Not Called) adopted by unanimous voice vote.

Article 102: Real Estate Acquisition: “Paper” Streets at the Airport; Cliff, Eel Point, Madaket, Monomoy, Siasconset, Surfside and Town Areas; Parcels at 24 Berkley Street in Tom Nevers; Beach at Surfside. (Called) adopted by majority voice vote.

Article 103: Real Estate Conveyance: “Paper” Streets” in Cliff, Eel Point, Madaket, Monomoy, Siasconset, Surfside and Town Areas; Parcel at Beach at Surfside. (Called, Call Withdrawn, Called) adopted by majority voice vote.

Article 104: Public Ways: Coffin, Fayette, Meader and Francis Street. (Not Called) adopted by unanimous voice vote.

Article 105: Real Estate Disposition: 40 and 42R Sparks Avenue. (Called) adopted by hand count vote: YES – 212, NO – 93.

Article 106: Real Estate Disposition: 3 Shadbush Road. (Not Called) adopted by unanimous voice vote.

Article 107: Real Estate Conveyance: “Paper Streets” at the Airport. (Not Called) adopted by unanimous voice vote.

Article 108: Real Estate Conveyance: Creation of a Public Way for Beach Access. (Called) adopted by declared 2/3 majority voice vote.

Article 109: Real Estate Conveyance: Madequecham Valley Road. (Called, Call withdrawn) take no action by unanimous voice vote.

Article 110: Appropriation: Stabilization Fund. (Not Called) take no action by unanimous voice vote.

Article 111: Appropriation: Free Cash. (Not Called) adopted by unanimous voice vote.

At 8:45 PM, Wednesday, April 8, Board of Selectmen Chairman Rick Atherton moved to adjourn the 2015 Annual Town Meeting. The motion was seconded and adopted by unanimous voice vote.

<i>ANNUAL TOWN ELECTION - APRIL 15, 2015</i>

TOTAL BALLOTS CAST

8,618 registered voters

2,464 ballots cast

28.5% percentage voting

MODERATOR

Alger, Sarah F.	2,176 ballots
Blanks	17 ballots
Write-ins	271 ballots

SELECTMAN

Hill-Holdgate, Dawn E.	1,395 ballots
Williams, Clifford	922 ballots
Blanks	112 ballots
Write-ins	35 ballots

SCHOOL COMMITTEE

Iller, Jennifer	1,752 ballots
Murphy, Melissa	1,940 ballots
Blanks	1,220 ballots
Write-ins	16 ballots

HISTORIC DISTRICT COMMISSION

Coombs, Diane WB	1,739 ballots
Blanks	688 ballots
Write-ins	37 ballots

HISTORIC DISTRICT COMMISSION ASSOCIATE

Oliver, Vallorie	2,029 ballots
Blanks	426 ballots
Write-ins	9 ballots

COMMUNITY PRESERVATION COMMITTEE

Zodda, Maria	1,633 ballots
Soverino, Timothy	1,758 ballots
Blanks	1,516 ballots
Write-ins	21 ballots

NANTUCKET HOUSING AUTHORITY

Johnson, Bertyl	1,852 ballots
Blanks	600 ballots
Write-ins	12 ballots

NANTUCKET LAND BANK COMMISSION

Bartlett, Philip	571 ballots
Glidden, Richard	1,069 ballots
Miller, Jeanne	734 ballots
Blanks	84 ballots
Write-ins	3 ballots

HARBOR AND SHELLFISH ADVISORY BOARD

Lowell, Andy	167 ballots
Gullicksen, Ken	141 ballots

Blanks	4,584 ballots
Write-ins	0 ballots

PLANNING BOARD

Marcklinger, Joseph	1,743 ballots
Blanks	714 ballots
Write-ins	17 ballots

NANTUCKET WATER COMMISSION

Reinhard, Allen	1,996 ballots
Blanks	459 ballots
Write-ins	9 ballots

SIASCONSET WATER COMMISSION

Benchley, Robert	2,053 ballots
Blanks	4 ballots
Write-ins	407 ballots

QUESTION ONE - FIRE STATION

YES	1,799 Ballots
NO	598 ballots
Blanks	67 ballots

QUESTION TWO - SCHOOL

YES	1,854 ballots
NO	543 ballots
Blanks	67 ballots

Respectfully submitted,

Catherine Flanagan Stover, MMC, CMMC
Town and County Clerk

TOWN COUNSEL

Fiscal Year 2015 represents the fourth full fiscal year of our firm's service as Town Counsel to the Town of Nantucket. We are honored to have the opportunity to continue to serve the Town in all matters requiring legal counsel and assistance.

General

The services that Town Counsel provides to the Town fall into several categories. The first of these is referred to as general municipal law, which includes: preparation for and attendance at all town meetings and as requested at meetings of the Board of Selectmen and all other boards and commissions as directed; oral and written opinions on a variety of legal issues; and review of contracts and other legal documents. In addition, we represent the Town in litigation and administrative appeals, as well as in other

specialized areas such as real estate, land use, licensing, labor and employment law, construction and procurement, and environmental matters.

One of our primary goals is to assist the Town in managing legal costs. We use preventive law by giving comprehensive and accurate advice on all legal matters that confront the Town, advising the Town on litigation strategy, and providing a wide range of training to boards and officials to assist them in performing their duties within the bounds of established law, thereby avoiding unnecessary and sometimes costly litigation. We have also run numerous training sessions and workshops at no charge such as conflict of interest seminars for Town officials; an overview of employment laws and conflict management training to department heads, and open meeting law training. In addition, our firm continues to issue memoranda to our clients updating them on recent developments in municipal law.

Litigation

We successfully resolved seven out of 14 pending cases against the Town or Town boards during the fiscal year. Most significantly, we obtained a trial judgment dismissing a claim seeking damages for a regulatory taking arising from the Conservation Commission's denial of a permit to rebuild a beachfront residence in Madaket, successfully resolved litigation and disputes involving erosion issues at Siasconset Bluff and Baxter Road, and defeated an effort to block the Stop and Shop redevelopment project at Lower Pleasant Street/Sparks Avenue from proceeding as permitted by the Planning Board.

Labor

We have assisted the Town, Our Island Home, and Airport administrations with numerous personnel changes, including related negotiations and drafting of agreements. We continued to provide training on employment-related laws and counseled Town officials on numerous issues related to labor and employment, including the interpretation and administration of various federal and state laws, the administration of collective bargaining agreements, and the resolution of employment disputes and grievances in a pragmatic and cost-effective manner.

We have represented the Town in labor negotiations with Town unions and, as of the time of this report, have reached final agreements with five of the Town's unions and tentative agreements with two remaining unions.

We have appeared before and provided legal advice on employment-related matters to Town boards, including the Board of Selectmen and the Finance Committee.

We have represented the Town in several arbitrations involving contract interpretation and disciplinary matters.

Further, we have represented the Town in various matters pertaining to the Town's employee insurance program.

Airport Commission

We continue to assist in the successful operation of Nantucket Memorial Airport with timely and cost effective legal advice, as needed. Currently, we are representing the Airport Commission in the mediation arising out of the construction of the new administration building.

Real Estate

The firm has performed a variety of legal services related to numerous real estate matters involving the Town and the County, including several takings by eminent domain of roadway parcels for conveyance pursuant to the Yard Sale Program, over forty (40) Yard Sale transactions, the sale of surplus Town-owned properties for residential purposes and for affordable housing purposes, as well as the layout and taking by eminent domain by the County of public ways. In addition, we have prepared and reviewed License Agreements, Easements, Conservation Restrictions, Preservation Restrictions and Leases on behalf of the Town. We have also advised the Town on the Yard Sale Program and possible revisions to the Nantucket Yard Sale Guidelines and the Yard Sale closing documents, as well as affordable housing restrictions for existing affordable housing properties and future projects.

Solid Waste Management Operations

We continue to attend quarterly meetings with Town Officials and the operator of the Town's solid waste facilities in order to address ongoing issues.

Water Enterprise

We have worked with the Nantucket and Siasconset Water Commissions to explore reorganization and a potential merger of the two enterprise funds.

Chapter 40B Projects

Town Counsel has been providing legal services to the Town and its Zoning Board of Appeals related to several ongoing comprehensive permit applications.

Rezoning Proposal

We assisted the Board of Selectmen in negotiating a memorandum of understanding with Richmond Development in connection with a proposed rezoning of land located on Old South Road.

New Elementary School

We have been working with the Superintendent of Schools in connection with the construction of the new elementary school. The services to date have involved advising the School Department on the procurement of project management and design services, as well as handling bid protests in connection with the construction project.

Wastewater

We have been advising Town administration with respect to the implementation of sewer extensions as part of the approved comprehensive wastewater plan.

I speak for all my colleagues in saying that it is a privilege working for and with the Town of Nantucket. We thank the Selectmen for their confidence in allow us to serve and the Town's employees and officials for their assistance to date. We look forward to many interesting and challenging projects throughout this coming fiscal year.

Respectfully submitted,

John W. Giorgio
Kopelman and Paige, P.C.

HUMAN SERVICES REPORTS

DEPARTMENT OF HUMAN SERVICES

The Department of Human Services is located at 81 Washington Street at the Salt Marsh Senior Center. Hours of operation are generally Monday through Friday from 8:30 AM to 5:00 PM.

The Department of Human Services includes the following entities: Our Island Home, Senior Services, the Commission on Disability and Veteran's Services. Our Island Home's Administrator and Director of Human Services during FY 2015 is Rachel Chretien; the Human Services Administrative Assistant is Ann Medina, the Program Coordinator of the Salt Marsh Senior Center is Laura Stewart; Brenda McDonough is the Facilitator for Commission on Disability; and Ralph Hardy is the Veteran's Services Officer. The Council for Human Services and its subcommittee, the Contract Review Committee, also come under the Department of Human Services.

COUNCIL FOR HUMAN SERVICES

The Council for Human Services (CHS) was established in 1986 to ensure that the island's human service needs are addressed in a manner that best serves the residents of Nantucket. The CHS is comprised of nine community members, appointed annually for three-year terms by the Board of Selectmen. The Council works in concert with the Human Services Director and Human Services Assistant to facilitate communication among local and regional helping agencies, human service providers as well as the community at-large. The established purpose is for the CHS to make recommendations to the Board of Selectmen and Town Administration regarding the provision of human services in a manner which can best serve the residents of Nantucket, and the coordination of the efforts of existing service organizations.

The CHS provides a central focus for the island's varied human service activities, as well as an avenue for addressing deficiencies and gaps in the community's critical obligation to nurture and sustain a healthy and vital community for its residents.

HUMAN SERVICES CONTRACT REVIEW COMMITTEE

As a subcommittee of the Council for Human Services, the Human Services Contract Review Committee (CRC) was established in May of 1993 at the request of Town Meeting. Members include representatives from the Finance Committee, the Nantucket Planning and Economic Development Commission, the Council for Human Services and the community at-large. The CRC reviews local health and human services funding requests annually and make recommendations to the Finance Committee and the Board of Selectmen regarding appropriations.

Twelve organizations received funds for FY 2015: A Safe Place, Elder Services of Cape Cod and Islands, Nantucket Family and Children's Services, Martha's Vineyard Community Services, Nantucket Access Network, Nantucket Family Planning, Nantucket Rental Assistance Program/ Interfaith Council, Emergency Food Pantry/ Interfaith Council, Small Friends, South Coastal Counties Legal Services, Nantucket Cottage Hospital Social Services and the Alliance for Substance Abuse Prevention (ASAP). The total amount dispersed to these twelve agencies was \$317,880.

FISCAL YEAR 2015 HIGHLIGHTS

Food Stamps and Fuel Assistance Applications

The Department continues to assist with Food Stamp and Fuel Assistance applications but not at the level it has in the past due to other agencies taking over the primary role.

Senior Tax Work-Off Program

Human Services staff oversees the Senior Tax Work-Off program. The program began after the 2012 Town Meeting in which legislation allowing homeowners who are age 60 or older the opportunity to participate in a property tax relief program in return for volunteer service to the Town. Staff worked with Town department heads and senior applicants to pair residents with tasks. Each qualified senior could work a maximum of 100 hours which would be deducted from their property tax. This is an ongoing program; new applications are taken in September of each year and the program runs from December 1st to November 30th each year. Out of 12 applicants, 12 were placed at the Department of Public Works, Planning and Land Use Services, Our Island Home, and Human Resources.

Nantucket Healthy Community Collaborative

The Director has been an active contributor to this island-wide collaborative which represents many of the not for profit providers on Nantucket and sits on the leadership Steering Committee for the group. Through this collaborative, the human service needs of the island become even clearer. The NHCC continues to meet on a monthly basis and is open to the public.

Behavioral Health Task Force

The Director has also participated in the Behavioral Health Task force that focuses on working together as community members to increase awareness, prevention and comprehensive treatment of substance use disorders and promote recovery and wellness for island residents. The efforts of this task force are supported through an awarded grant through the Tower Foundation.

Veterans Agent

Ralph Hardy has served as the Veterans Service Officer since the fall of 2013.

Passports

In June 2013, the Human Service office became Nantucket's Passport Agency. Administrative Assistant Ann Medina operates as the passport agent. Passport services are available Tuesdays and Thursdays from 2:00 PM to 4:00 PM, by appointment to process new passport applications. A total of 455 passports were processed by the Human Services staff in FY 2015.

Respectfully submitted,

Rachel Chretien
Human Services Director

COUNCIL ON AGING

The Nantucket Council on Aging (NCOA) was established by voters at the 1974 Annual Town Meeting. Our mission is to identify unmet needs, design, promote, and implement services for our elders through a variety of community programs that support and enrich their lives. Programs, activities and related information are detailed in a monthly newsletter, the *Saltmarsh Gazette*. The *Gazette* can also be viewed on the Town of Nantucket's website under the Council on Aging Department.

The Board of Selectmen appoints nine members from the community to serve on the NCOA Board for staggered three-year terms. The NCOA holds regular monthly meetings on the first Wednesday of each month at 1:30 PM at the Saltmarsh Senior Center.

The NCOA Board selects one woman and one man as "Nantucket's Senior Citizens of the Year." The 2015 awards went to Maureen Beck and Augie Ramos. Recognition from state and local officials is given at the annual volunteer appreciation luncheon. The Nantucket Center for Elder Affairs, Inc. generously pays for the luncheon held at Faregrounds Restaurant.

The Council on Aging is a Town Department which funds staff salaries and an operational budget. Additional funding is met through fundraising events by the Nantucket Center for Elder Affairs, Inc. and through state grants and community donations. Without these additional funds our facilities' needs and the many programs offered would not be possible.

The NCEA board members continue to work on board development and fundraising for the Saltmarsh Senior Center. Our eighth annual Elder Expo in September was geared toward informational sharing and awareness of support services and volunteer opportunities for seniors.

Goals for fiscal year 2016 include the following:

- Continue with and improve the programs, services and supports we offer.
- Continue networking with elder service providers and first responders.
- Host the ninth Elder Expo in September 2016.
- Maintain and improve our website and database of services provided to our seniors.
- Continue to add seniors to the email list for *Gazette* distribution.
- Reaching out to other elders on Nantucket.

With limited resources and increased demands the programs offered would not be possible without the development of creative resources and the generosity from those who care about our elderly citizens. We sincerely appreciate the generosity from those who made donations and volunteered their time. We also extend our gratitude and appreciation to the hard work of Ginny Carrera, the Program Coordinator Assistant and the dedication of our board members, family, friends, volunteers, elected officials and fellow Town departments.

Respectfully submitted,

Tom McGlinn, Chairman, Nantucket Council on Aging
Laura Stewart, Program Coordinator, Saltmarsh Senior Center

OUR ISLAND HOME

Our Island Home (OIH) is the provider of care for individuals in need of long-term care as well as short-term skilled nursing care. It is a 45-bed facility operating as an enterprise fund of the Town of Nantucket. OIH is dedicated to providing the highest quality care for our residents requiring 24-hour nursing care. We are committed to enhancing our residents' daily lives by creating an environment in which they, and their families, feel at home and by employing individuals who are compassionate in providing dignified care. We seek to create lasting relationships with our residents and family by utilizing consistent care givers and ensuring residents are the primary participants in their care. The above is provided within the structure of the regulatory definitions per the governing agencies and within the fiscal restraints of our approved budget projection. Staff consists of approximately 70 employees that include permanent and per diem personnel.

SURVEYS

Department of Public Health Surveys: OIH has two unannounced surveys each year. The first survey is a Standard Survey was conducted in May 2015. The purpose of the survey is to ensure the facility is acting in accordance with all applicable state and federal regulations. Any area noted that needs improvement or immediate correction (referred to as a deficiency) must have a plan of correction created to address and correct the issue. Upon acceptance of the correction, OIH is recertified to continue to participate in Medicaid and Medicare programs. Our most recent survey resulted in deficiency-FREE survey! We are very proud to have achieved this as they are rare!!

The second survey is a Life Safety Survey. This survey, also conducted through DPH, addresses the construction, protection and occupancy features of the building that are necessary to minimize danger from effects of fire and related components. We received four deficiencies from this survey, all of which were labeled potential for minimal harm and immediate corrections were done.

The state of the building was a concern during this survey. There are key violations of code and disintegrating of current systems that are in great need of being addressed. Some are already in the works through upcoming capital programming while others are to be corrected through a potential new facility or upgrade of the current facility. A feasibility study will be sought in FY 2016.

These surveys are available to view through www.medicare.gov/nursinghomecompare. The Centers for Medicare and Medicaid Services implemented a five star rating system of nursing homes that provides nursing homes with a score between one and five stars based upon the weighted formula of the following factors: health inspections, staffing ratios, and quality measure outcomes. Currently, OIH is rated a three out of five star facility.

ADMINISTRATIVE AND FISCAL MANAGEMENT

Within FY 2015 we had one key personnel adjustment in our administrative staff. Meris Keating left the island and she was replaced with Taylor Hilst in April as the Activity Director. We also had the retirement of our last Registered Nurses, Priscilla Worswick, after 15years of service!

We had another decline in our average yearly census compared to prior fiscal years. The FY 2015 census average was 89.6% or approximately 40 out of 45 beds. Our largest payor source remains Medicaid/Mass Health at an average of 71.1%. The other two payor sources are private at 21.1% and Medicare A at 7.8%.

One goal for FY 2016 is to try and increase our census average overall and thus maintain revenue projections.

One area of focus for the industry as part of the Affordable Care Act which added a section to the Social Security Act is the reduction of hospital readmissions within 30 days of discharge. A high level of readmissions will begin to impact payment rates for OIH. OIH only had four residents readmitted to the hospital within 30 days! Our FY 2016 goal is to try and prevent re-hospitalization within 30 days of admission to prevent any impact on our overall quality measures and future payment rates.

OIH had an increase in their discharges to home. The percentage compared to last year almost doubled by going from 22% to 41.7% of the total discharges! The remaining discharges are broken down as 41.7% expired at OIH (these 15 residents were remembered at the Annual OIH Memorial Service), 5.5% to another nursing facility and 11.1% to the hospital/not returned. In regards to admissions, we had a slight decrease in overall admission. Under Medicare A our percentage of admissions dropped from 77% to 50%. Medicare A is a higher revenue producer for OIH and often results from an acute hospital stay that result in the need for skilled nursing and therapies (such as physical and occupational therapy). One goal for FY 2015 was to enhance our rehab services. We did add an additional therapist to focus primarily on Medicare B services.

FY 2015 overall budgeted revenue was met due to the receipt of the 2012 calendar year Certified Public Expenditure for \$1.69 million. The CPE is the result of legislation enacted in 2009 that provides municipally-owned nursing homes to submit a request for funding to offset the cost of public expenditures used in each calendar year for providing Medicaid services to those who are eligible. Without this funding, revenues would not have been met due to our lower than expected census levels, rate cuts to Medicaid payments, and lower acuity level of some residents. Our current room rates are \$420 per day for a semi-private room and \$440 per day for a private room. Our average cost per patient day to operate the facility, based upon our calendar year 2014 cost report, is \$531 per day.

The FY 2015 budget required a General Fund subsidy amount for \$2,327,598. Furthermore, \$534,237 from OIH's retained earnings was required to be used as voted upon voted at Annual Town Meeting. We did require some additional funding from the Reserve Fund to cover over expenditures in workers compensation and Medicare A expenses in the total amount of \$174,910.

ENHANCE QUALITY OF LIFE FOR RESIDENTS

We had two significant capital improvements to the facility during the fiscal year. The first was to remove all carpeting through the facility offices and the resident dining room. This project also including replacing the worn flooring in the kitchen and walk-ins. The second was the installation of a Voice Over Internet Protocol (VoIP) phone system.

OIH participated in the beginning implementation of the Quality Assurance Performance Improvement program (QAPI). This will be a mandate process coming soon to all nursing facilities. The purpose of the program is to identify areas that need improvement prior to them becoming an issue or result in a deficiency at survey. Once an area has been defined, a root cause analysis on the problem is conducted by the identified staff and a plan is put in place to correct the identified barrier or cause. While this is not necessarily a new process for OIH, it will now be a more formalized process with Performance Improvement Plans and Teams established. Through implementation of this QAPI program, we have been able to also enhance our Corporate Compliance and Ethics Committees.

Our volunteer program remains active and successful in assisting with the activity programming for our residents. We continue to receive generous donations that are used to offer activity programming that is otherwise unavailable due to lack of funds such as music and art therapy. In FY 2015, the Friends of Our Island Home citizen group also funded portions of this programming and other minor facility improvements. This group works under the Community Foundation for Nantucket for fundraising efforts and assist in expanding our group of dedicated volunteers. The Friends has provided tremendous support to the daily activity programming and helped find vendors/contractors to donate their time, energy and even supplies to enhance the daily lives of our residents. For more information on the Friends and their efforts please visit: <http://www.friendsofourislandhome.org>. In collaboration with the Friends, OIH has continued to participate in the Nantucket Wheelers program. This program enables eligible residents to go for rides on the bike paths on a regular basis using "wheelchair bikes". The outings have proved to be very positive on the daily lives of those who are able to participate!

Respectfully submitted,

Rachel K. Chretien
Administrator



ISLAND SERVICES REPORTS

NANTUCKET MEMORIAL AIRPORT

A major financial milestone was reached in FY 2015 for the Nantucket Memorial Airport. For the first time since FY 2011, the Airport did not require an operating subsidy from the Town. While this is a significant first step toward the goal of financial self-sufficiency, continued discipline will be necessary to sustain this progress.

During the year, the Airport completed negotiations with the Laborers' International Union of North America on a contract that will continue through June 30, 2017. The Airport also had a classification and compensation study completed to standardize job descriptions and develop a consistent approach to the classification of positions and associated compensation.

In previous years land in the Bunker Road section of the Airport was leased to various landscaping companies in an effort to diversify the revenue generators at the Airport. While clearing the sites in October 2013 an unexploded ordnance (munition) was found and handled appropriately. Subsequently, the Airport was informed that a portion of the land leased to these tenants was designated as a Formerly Used Defense Site (FUDS) that was scheduled for investigation and remediation by the U.S. Army Corp of Engineers (USACE) through a process in the year 2035. However, after being informed of the discovery of the ordnance, the USACE advanced its plan to begin in the fall of 2015. In order to comply with USACE requirements, two of the tenants had to be relocated to parcels in the vicinity of their original leaseholds. Costs associated with this relocation effort will have a negative financial impact on revenues in future years. Additional land leases will be considered to offset the impacts associated with these losses. In other land business, the Airport continued to work with the Town of Nantucket to clarify various land ownership issues in an effort to clearly delineate property ownership and control.

As part of the FAA requirement necessary to conduct commercial air carrier operations, the Airport conducted a full scale emergency exercise in September of 2014. This exercise involved multiple agencies from on and off the island and provided an opportunity to test coordination and communication efforts of the various responding entities. In other operational related activities, the Airport purchased a new 1,500 gallon Aircraft Rescue and Firefighting (ARFF) vehicle. This specialized piece of equipment is designed specifically for aircraft fire and rescue and with associated tools and equipment cost approximately \$730,000, with 90% funded by the FAA and 5% from MassDOT. In addition to the ARFF vehicle, the Operations Department also replaced the vehicle used for airfield inspections and added a Ground Power Unit (GPU) to improve service to aircraft operators.

During the fiscal year, the Airport worked with students from Worcester Polytechnic Institute (WPI) and the Town IT department to develop a new website. Launched in April, the new website has tremendously improved services to the community and flying public. Features include a new flight tracking component that allows the public to view the location of arriving and departing aircraft as well as a mechanism to file noise complaints. Another significant technology implementation, Veoci software, has afforded the Airport significant improvements of internal work processes. This program has enabled, so far, automation of the self-inspection process, work orders, purchase orders and leave requests, and is being extended to emergency response procedures and the automation of other manual processes. This has improved

efficiency, tracking and organization of internal work efforts. A third technology improvement implemented this year was the development of an App for Apple and Android devices that provides the public with access to general airport information including weather, flight schedules, ground transportation and terminal amenities. Additional technology improvements are scheduled for the coming year.

The winter of 2014-2015 will be remembered for years as one of the harshest on record. From late January through the entire month of February and beyond, storms with high winds, snow and ice often resulted in no transportation to and from the island by boat or plane. Although Airport crews minimized closure of the Airport, other mainland airports were unable to open due to the storms, resulting in only emergency service aircraft flights. The Airport staff again assisted the Town in clearing snow from Milestone Road and provided equipment and personnel to de-ice the frozen transformers that had led to an island-wide power outage.

Significant progress was made during the year on various projects. The Airport Master Plan was 90% complete, with the air traffic forecasts approved by FAA and the submittal of the new, proposed Airport Layout Plan (ALP) to FAA for approval. The ALP serves as a critical planning tool that depicts both existing facilities and planned development for the Airport. Airport development must be accomplished in accordance with an FAA-approved ALP. Among other efforts, design was completed for the refurbishment of the Air Traffic Control Tower (ATCT) with a \$2.3 million construction project, funded entirely by a special appropriation, estimated to be completed in March 2016. A security improvement package was planned and completed in FY 2015 that included upgrades to the airfield access control system, additional ramp lighting and fencing replacement. Design efforts were completed and bids received for the rehabilitation of a portion of the commercial air carrier parking apron. This is the beginning of a long-term apron rehabilitation program that was mapped by the Massachusetts Division of Aeronautics as part of a federal regulation that requires pavement maintenance and condition reporting.

Nantucket Memorial Airport also continued pursuing environmental stewardship activities. The Airport has continued to implement best management practices to improve and maintain habitat for several species of conservation concern native to Nantucket's unique sandplain grassland and heathland ecosystems. These include specific mowing protocols, herbicide and physical removal of invasive species, and continual population monitoring. Sustainability has been integrated into the Airport Master Plan, which identified tactics for maintaining not only rare species resources, but reducing and offsetting energy usage as well. To this end, the Airport has pursued an Energy Audit, which identifies the Airport's infrastructure and risk capacity for future solar photovoltaic development. By addressing a WWII-era munitions burial pit in the Bunker area, the Airport is not only remediating contamination from the former Naval Auxiliary Air Station, but this area may provide for a future Brownfield incentive solar development.

For FY 2015, aircraft operations at the Airport were down 8.7% over 2014 from 119,639 to 109,225. Passenger enplanements (passengers leaving Nantucket) for the period were down 5.65% over the previous fiscal year from 174,129 to 164,290. In terms of fuel, the number of Jet A gallons pumped in FY 2015 was up 1.04% over FY 2014, from 1,194,978 to 1,207,361. AvGas gallons were down for the period by 6.33% from 115,023 to 107,745. These statistics represent a slight growth in the general aviation/corporate segment of airport traffic, but a decrease in the commercial passenger traffic. As competition from fast ferry operators continues to impact commercial traffic, the Airport has been working with airlines to diversify and add new destinations. In an effort to encourage additional and new service, the Airport Commission approved an airline incentive program with three main goals in developing air service for Nantucket. They are to expand year-round connectivity to the mainland via existing providers, address

the longer seasonal demands with connectivity to the national system and to create improved access to the national system during the off-season at reasonable rates. As part of these efforts, the Airport was able to announce weekend seasonal service on Jet Blue to Washington National Airport.

In summary, the Airport continued to make progress in achieving its financial goals by realizing a profit in FY 2015 and continuing to take the necessary steps toward financial sustainability. In addition to diversifying revenue through additional land leases, the Airport will focus on air service development goals of improving connectivity to the national system in the off-season and attracting service to new destinations. Technology improvements will continue to be identified and pursued along with implementation of Master Plan projects that are financially viable.

Respectfully submitted,

Thomas Rafter, A.A.E.
Airport Manager

NATURAL RESOURCES DEPARTMENT

Natural Resources enjoyed another productive year and continued to develop and expand our programs in our mission to restore and enhance Nantucket's natural resources. The duties of the Natural Resources Department include the Conservation Commission, Beach Management/Endangered Species Program, Shellfish Propagation, Natural Resources Enforcement/Shellfish Warden, Fertilizer Program and Water Quality Program. The department is comprised of Natural Resources Coordinator Jeff Carlson, Shellfish Biologist Tara Anne Riley, Natural Resources Enforcement Officer JC Johnsen, Assistant Biologist Leah Cabral, Water Quality Specialist Kaitlyn Shaw and Office Administrator Joanne Cuppone. This past year we had a number of interns during the summer of 2014. We would like to give a special thanks to David Berry, Kelley Coughlan, Lindsay Walker and Oliver Engebretson for their hard work during this season. We are looking forward to expanding all of our programs and developing programs to best serve Nantucket. We are located at 2 Bathing Beach Road and can be reached by phone at 508-228-7230. We encourage any person with a question or concern to contact us at the office.

CONSERVATION COMMISSION

The Conservation Commission is primarily tasked with the administration of the Commonwealth of Massachusetts Wetlands Protection Act (Chapter 130) and the Town of Nantucket Wetlands Bylaw (Chapter 136). The Commission hears various types of applications that are for any activity within 100 feet of a wetland resource area. The Commission in the past year was chaired by Dr. Ernest Steinauer and the Vice Chair was Dr. Sarah Oktay. The other members included Dr. Jen Karberg, Michael Glowacki, Ian Golding, Andrew Bennett, and John Braginton-Smith. We would like to thank them for all of their hard work and dedication to the Commission. They were challenged by a number of difficult decisions and did an outstanding job in their review of all projects. The Commission meets every other Wednesday in the second floor Training Room at the Public Safety Facility 4:00 PM and the meetings are open to the public.

BEACH MANAGEMENT/ENDANGERED SPECIES PROGRAM

The Endangered Species Program had another successful season for the 2014 summer season. This past season the Town monitored all of the breeding protected bird species on Town-owned/operated beaches. Historically the Town has had protected species and protected habitat at Jetties Beach, Low Beach,

Fisherman's Beach, Madaket Beach and Smith's Point/Esther's Island. Other areas monitored for the presence of breeding pairs includes Surfside Beach, Dionis Beach and Quaise Point.

SHELLFISH PROPAGATION

The Shellfish Enhancement Program is a fully integrated hatchery run by the Town of Nantucket Shellfish Biologist, and focuses on the spawning of mature shellfish and holding the shellfish through the larval stage for release, or growing out shellfish to seed sized individuals. Currently the program focuses on Nantucket bay scallops, hard shell clams, and oysters. The program is approaching its maximum production capacity with the current condition of the building. In 2010 the production rate was 5 million bay scallop larvae and increased to 165 million in 2014 due to an upgrade in culture equipment. The next step is to ensure program expansion and consistency of the production program by instituting building improvements. To aid in this process the Natural Resources Department received a \$350,000 grant from the Community Preservation Committee to begin the renovation of the Brant Point Shellfish Hatchery.

A growth study for diploid and triploid oysters continued for the second of three years in Sesachacha Pond using a bottom cage. 10,000 oysters were stocked and measured monthly for growth and survival. This was set up to be a three-year growth study.

The Natural Resources Department instituted a shell recycling program with grant funding from the Nantucket Shellfish Association. The program enrolled local restaurants and raw bars to separate their shells for the department to cure for future use in building shellfish habitat. In the summer of 2014 over 28,000 pounds of shell were collected from 18 different restaurants and raw bars.

The Shellfish Biologist and the Natural Resources Coordinator served as advisors for the Shellfish Bylaw Review Work Group (Harbor and Shellfish Advisory Board) in formulating new recreational and commercial shellfish regulations for the Town of Nantucket.

WATER QUALITY PROGRAM

The Department of Natural Resources continued its water quality efforts of Nantucket Harbor, Madaket Harbor, Long Pond, Sesachacha Pond, Miacomet Pond and Hummock Pond. The samples were collected and processed from May through October. Monthly water samples were also collected for the Division of Marine Fisheries from both harbors, Sesachacha Pond and Coskata Pond. We are looking forward to expanding this program as Kaitlyn Shaw begins to develop this program.

Respectfully submitted,

Jeff Carlson
Natural Resources Coordinator

DEPARTMENT OF PUBLIC WORKS

The Nantucket Department of Public Works is comprised of seven major divisions: 1) wastewater collection; 2) wastewater treatment; 3) solid waste (both recycling and solid waste disposal); 4) urban forestry; 5) stormwater management; 6) general street and sidewalk maintenance; and 7) facilities maintenance. This annual report will provide an overview of each division and its accomplishments during FY 2015.

The DPW continues to undergo reorganization with the addition of three labor staff, updated vehicles and equipment as well as the introduction of more professional methods. A new work order system has been implemented to prioritize and follow-up on work requests. In FY 2015, 1,300 work orders were requested and were addressed in addition to all regular duties.

Wastewater Treatment

The Department of Public Works is responsible for the operation and maintenance of 11 sewer pump stations and two wastewater treatment plants: Surfside and Siasconset. Both facilities are advanced treatment plants, including nitrogen reduction and are in compliance with federal and state regulations.

Wastewater Collection

During FY 2015 the Town continued to make progress in achieving the recommendations contained in the Comprehensive Wastewater Management Plan (CWMP) and the goals established in the Wastewater Capital Improvement Plan. Staff continues to progress attaining higher Wastewater Treatment Plant Operator licensing through the state.

A CWMP update has been completed. The first two sewer extension projects are being proposed for town meeting in April 2016. Funds received at the 2015 Annual Town Meeting are being used to begin design of the upgrades to the Surfside Wastewater Treatment Plant so that the additional flows from the needs areas added in the CWMP can be accommodated without an additional treatment plant required in Madaket. The Department of Public Works continues to provide daily maintenance of the sewer collection system.

Solid Waste

The solid waste facility took in approximately 47,275 tons for all categories of waste in 2015. Recycling generated approximately \$150,000. Landfill mining continued in 2015 and will provide future lined landfill space and reclaim valuable buried materials, while at the same time significantly reducing the potential for groundwater contamination.

Nantucket continues to be recognized as a National leader for its recycling efforts.

Urban Forestry

The Town of Nantucket was honored for its maintenance efforts in urban forestry with its 14th Tree City U.S.A. Award.

Stormwater Management

During FY 2015, the DPW installed new drainage structures; notably on Raceway Drive and Coffin Street in Sconset, and repaired broken drainage structures across the island. This helps to reduce the number of localized flooding locations.

Streets

The DPW continues to sweep, repair and pave public streets. Two maintenance workers have been dedicated full-time to repairing and resetting bricks and cobbles. SeeClickFix continues to be used by citizens to report issues that need addressing.

Facilities Maintenance

A Facilities Division has been initiated to address maintenance and capital improvement planning for Town buildings and facilities. A great deal of time was spent this year repairing Town facilities. The Facilities Manager is assisted by one foreman and one maintenance worker.

Respectfully submitted,

Kara Buzanoski
Director



WOODS HOLE, MARTHA'S VINEYARD AND NANTUCKET STEAMSHIP AUTHORITY

The Woods Hole, Martha's Vineyard, and Nantucket Steamship Authority (SSA) was created in 1960 in an effort to guarantee year-round boat service to the islands of Nantucket and Martha's Vineyard. Though the SSA occasionally benefits from federal or state grants for projects such as terminal renovations, slip reconstruction or occasionally toward new boats; fares paid by customers constitute most of the income. Any operating deficit would be assessed to the five ports served by the SSA, according to proportionate representation. Nantucket and Martha's Vineyard each have a 35% vote.

The SSA's five members meet monthly in public, alternating between the ports. Nantucket hosted meetings in September 2014 and June 2015 at the Whaling Museum's Discovery Room courtesy of the Nantucket Historical Association. The seven-member Port Council also meets monthly, alternating between Hyannis and Woods Hole.

The SSA management's goal is to maintain vital service levels at the most efficient cost. A significant expense has generally been fuel. The SSA's fuel hedging program has successfully managed to keep fuel expenses at around 10% of the entire budget. Other major expenses include wages (50 - 55%), pension expenses (15%), and maintenance of vessels and terminals (10 - 15%).

Total operating revenues for the year were just over \$90 million, with expenses coming in just shy of that figure. Any operating profit is generally used to pay down debt, for maintenance, or put towards future projects such as terminal improvements and vessel replacements. 2014 ended with approximately 330,000 total miles traveled by all boats on both routes combined, representing just over 22,000 trips and just under 2,900,000 total passengers carried system-wide. As of the end of June 2015, passenger traffic was up 9.6% on the Nantucket route, with autos down 0.1% and trucks up 6.7% (due in large part to several large-scale construction projects).

2015 began with some frozen harbors due to several prolonged cold spells and a seemingly endless string of winter storms. For the first time in about a decade, ice became a real issue on a daily basis. The winter workhorse on the Nantucket route, the M/V Nantucket (now over 40 years old), barely skipped a beat, establishing itself once again as a very reliable all weather, and all season vessel.



Half way through 2015, construction of the SSA's newest vessel, the M/V Woods Hole, was well underway, on budget, and on schedule to start service in time for the 2016 summer season. This state-of the-art vessel is initially expected to begin service on the Martha's Vineyard route, but will be fully interchangeable on both the Martha's Vineyard route and the Nantucket route, likely doing double duty on both runs.

The concept for the redesign of the Woods Hole Terminal was moving forward. The current terminal began as a railroad passenger and freight terminus, with the current terminal building (now over 50 years old), built and used initially as a freight storage warehouse.

We would like to thank all employees from every department for the professionalism and contributions they bring to their respective roles on a daily basis. Maintaining the SSA as the lifeline to the islands would not be possible without the employees' collective dedication and commitment.

Respectfully submitted,

Robert F. Ranney, Governing Board, Nantucket Member
Nathaniel Lowell, Port Council, Nantucket Member

VISITOR SERVICES

The Nantucket Visitor Services and Information Department was established to provide a quality experience for island visitors and residents. The department's budget consists of funding allocated from a percentage of the Local Room Occupancy tax paid by all licensed guesthouses and hotels. These licensed guest houses and hotels must collect state tax (5.7%) and local tax (6%) which totals 11.7%. The local share of 6% is then returned to the Town and the Nantucket Visitor Services Department budget is based on 30% of the 4% of the local amount.

The Visitor Center at 25 Federal Street continues to be the main office for providing up-to-date information on events, activities, services, clubs, organizations, museums, businesses, lodging and restaurants as well as special events. Visitor Services is a gateway for both visitors and residents on Island. The office welcomes over 60,000 people a year and serves as a daily referral service for available rooms including the seasonal one night list and cancellations for holiday and event weekends. The office maintains lists of restaurant openings and closings and also keeps menus available to the public. The office is open year round - seven days a week in-season and closed Sundays, mid-December through mid-May. For those traveling by boat, a satellite kiosk on Straight Wharf provides information to visitors and residents seven days a week in-season.

The department produced the annual Travel and Lodging brochure in partnership with the Nantucket Lodging Association. This brochure is available free to the public and lists all licensed bed and breakfasts along with general island information. It is available at the 25 Federal Street office, calling (508) 228-0925, e-mailing towninfo@nantucket-ma.gov or downloading from our website: www.nantucket-ma.gov/visitor.

Visitor Services produced, coordinated supplies and facilitated all Town events and activities at Children's Beach during the summer from June to August. This included the tie-dye clinic, badminton, volleyball, kite making, karaoke, 'Friday Night Flicks' and the Summer Breeze Concert Series including Thursdays with PJ Moody.

Visitor Services organized and produced all 2015 Fourth of July events on Main Street and Children's Beach. They also produced the Fourth of July brochure listing all venues, times and a map for the festivities. This year music and balloon animals for the kids were added to Children's Beach after the Main Street festivities and continuing with the Children's Games including sack races. Visitor Services helps to organize the Fourth of July fireworks exhibition at Jetties Beach.

Visitor Services sponsored the Island's Tour of Lights in December. In its 9th year, the public votes for their favorite home light up for the holiday season and the *Inquirer and Mirror* newspaper prints photographs of the winning entries.

Visitor Services along with assistance from ReMain Nantucket put on the fourth Nantucket New Year's celebration for 2015. Held over four days, it consisted of community events available for all ages including family friendly shows at the Dreamland Theatre, a New Year's Eve gala ball at the Nantucket Hotel, cabaret and children's activities including a craft workshop and a puppet show at the new Community Music Center.

Visitor Services working with ReMain Nantucket and the Massachusetts Arts Council assisted a local Executive Committee to develop a Cultural District on Island. The Town of Nantucket's Board of Selectmen sanctioned the district and it will be sent it to Massachusetts Arts Council for formal designation.

Respectfully submitted,

Kate Hamilton Pardee
Director

SIASCONSET WATER DEPARTMENT

The following activities are highlights of the fiscal year for the Siasconset Water Department.

The Siasconset Water Department was recognized by the Massachusetts Department of Environmental Protection for its efforts and excellence in Source Protection, Operations and Public Education efforts by awarding it the Southeast Region's Source Protection Award for 2015. This award is presented to only one water system in each of the four MassDEP regions. The award is made based upon an evaluation of the system by MassDEP staff. Additionally, the department was recognized for its work by Governor Baker who awarded the department the Governor's Award of Excellence in Public Water Supply.

The annual inspection of the water storage tank was completed and no deficiencies were noted.

The installation of the Verizon telecommunication equipment was completed on the water storage tank. The lease will provide an average of \$69,000 per year over 20 years to the Sconset Water Department.

Total production for the fiscal year was 58,441,728 gallons. This is an increase of 1,427,312 gallons (2.5%) over FY 2014. The highest recorded daily production during the fiscal year was 543,175 gallons on July 2, 2014.

The Commissioners renewed a Memorandum of Agreement with the Nantucket Water Commission whereby the Wannacomet Water Company will continue to provide certified operators as well as administrative and operational support.

The Water Commission would like to express its thanks to the residents of Siasconset, other Town departments, the Town Manager and the Wannacomet Water Company for their help and assistance throughout the year.

Respectfully submitted,

Gerald E. Eldridge, Chair
Robert Benchley III, Secretary
John Pearl, Commissioner

WANNACOMET WATER COMPANY

The following are highlights that were achieved during Fiscal Year 2015.

Total fiscal year production from all of the wells was 610,644,000 gallons. This represents a 6.96% increase from the previous fiscal year and is a record for production in a fiscal year. The previous record was 597,539,000 gallons produced in FY 2008. The increase was due to record production in the last quarter of the year. For the first time more than 4,000,000 gallons was pumped in a day and it happened nine times. The peak production day for the fiscal year was 3,936,162 gallons on July 2, 2014.

The contract awarded to Holdgate Partners, Inc. for the extension of the water system to Hummock Pond Road was completed in May of 2015. As part of this project new water fountains that are handicapped accessible and pet friendly were installed along the Hummock Pond Road bike path.

Weather had a significant impact on Wannacomet in FY 2015. Tropical Storm Arthur visited the island over the July 4th weekend and caused significant damage to Wannacomet pumping facilities. At the end of January, Winter Storm Juno caused damage to the SCADA system (the computer system that monitors and controls pumping and operation of the system) that wasn't fully repaired until April. Through the efforts of David Fronzuto, Director of Emergency Management, Wannacomet and Siasconset received reimbursement for the costs incurred to restore the SCADA system.

Under the direction of Operations Manager Chris Pykosz, Wannacomet completed the conversion of the water meter system to a fixed base system which eliminates the need for reading the meters from a vehicle. Virtually all meters are read from the Wannacomet office and accurate water usage is available upon request. This system allowed Wannacomet staff to detect abnormal water use in homes that were unoccupied and notify the caretaker or owner to limit the amount of damage to the building. Utilitymen Bob Earle and J. Curtis Glidden deserve recognition for their efforts to complete this conversion in this fiscal year.

Utilityman J. Curtis Glidden retired from Wannacomet after 45 years of loyal service. J. Curtis was the last employee of Wannacomet who started with the company when it was located on Main Street. J. Curtis'

unique sense of humor and commitment will be sorely missed and his retirement signifies the end of an era.

The Water Commission approved the staff plan for the replacement of the 1914 tubular well system at Wyer's Valley with a more efficient well system. Engineer Mark Willett is the Project Manager for this upgrade and at the conclusion of this fiscal year the test wells had been installed and pump testing completed. The design and installation of the two production wells and the related controls and piping will be completed in FY 2016.

I would like to take this opportunity to thank the employees of the Wannacomet Water Company for their dedication and commitment to providing our customers with the safest and highest quality drinking water possible and excellent customer service. I also want to thank Nantucket Water Commissioners Nonie Slavitz, Nelson Eldridge and Allen Reinhard for their support and guidance. To the Town Manager, department heads and fellow Town employees who provided assistance to Wannacomet over the past fiscal year my sincere thanks.

Respectfully submitted,

Robert L. Gardner
General Manager

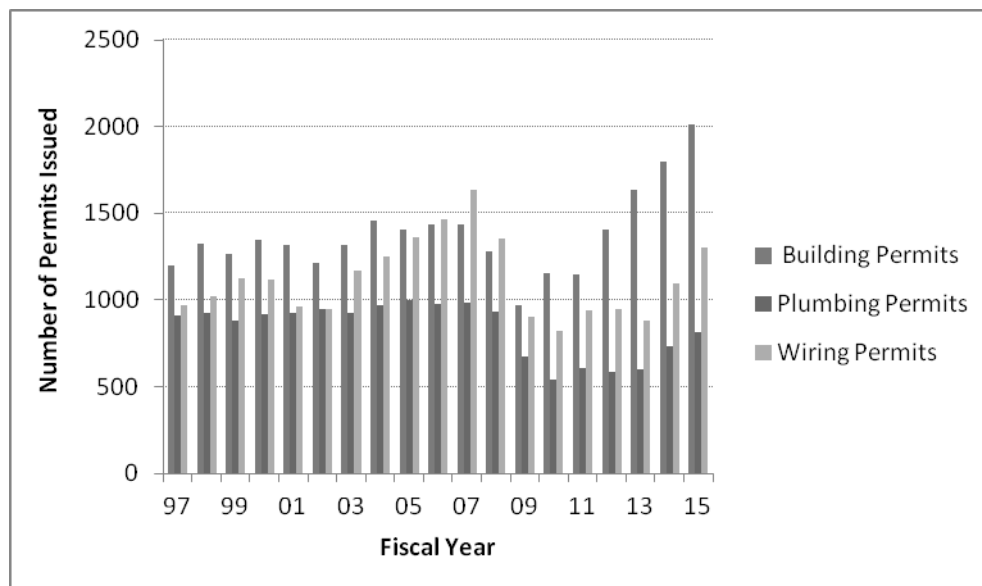


PLANNING AND LAND USE SERVICES

The Department of Planning and Land Use Services (PLUS) was established at the beginning of FY 2013 and it contains four divisions including: Building, Historic District Commission, Planning, and Zoning. The Health Division was subject to a restructuring at the end of FY 2015, which included moving the division to Town Administration and relocating the office to an in-town location at 3 East Chestnut Street. PLUS staff continues to strive for greater efficiency, improved customer service, and an enhanced “one-stop-shop” approach to permitting. As more experience is gained as a consolidated permitting agency, further efficiencies may be realized in the future.

BUILDING DIVISION

The Building Division reviews applications, performs inspections, and investigates reported violations to ensure compliance with applicable Massachusetts laws and regulations governing building, zoning and public safety. In FY 2015, the Building Division experienced a significant increase in inspection requests and permit applications from recent fiscal years, with issued permits being higher than any year on record. In April, Building Division fees were increased for the first time in many years to more closely match the cost to the Town associated with providing services associated with the issued permits. This fee increase also helped to off-set the cost of an additional full-time Local Inspector. Renovations/alterations of existing buildings make up 93% of all building permits issued, a trend that has been steady since FY 2008. Plumbing and wiring permits and inspections also continued to increase in FY 2015. The new inspectors, Doug Bennett and Brendan Carroll, improved the application and inspection process and established same-day inspectional services.



Building Division revenue totaled \$1,326,758 including \$1,012,376 for Building, \$125,679 for Plumbing and \$153,370 for Wiring permit applications.

HEALTH DIVISION

Well and septic system permitting and inspection, food service inspection and a variety of other work pertaining to rules and regulations enforceable by the Board of the Health was completed by PLUS staff. The Board of Health promulgated new local regulations about smoking on public property and revised septic regulations for properties within the Nantucket Harbor Watershed Protection District. The Board of Health continued implementation of the low interest loan program to local homeowners to assist with septic system repairs and the Administrative Consent Order program assist Madaket property owners by temporarily deferring Title V septic requirements, pending a long-term solution to wastewater needs. At the end of the fiscal year, long-time Health Director Richard Ray retired and the division began a restructuring to include a community health focus.

HISTORIC DISTRICT COMMISSION

The HDC issued 2,124 Certificates of Appropriateness and staff issued 372 Certificates of Appropriateness for like-kind repair or replacement. Applications for new swimming pools and outdoor entertaining areas are a growing trend, as property owners are seeking to provide more exterior amenities. During this fiscal year, the HDC also reviewed major projects including an elementary school, the Boys and Girls Club, and the mid-island Stop and Shop. The HDC held organizational meetings to discuss improving the level of service provided to the public and to consider revisions to their enabling legislation. A consent agenda format to facilitate more efficient meetings was very successful in reducing the meetings from two to one each week. Four appeals of HDC decisions during FY 2015 were filed with the Board of Selectmen, one of which advanced to Superior Court. 872 inspections were performed by staff, and mid fiscal year a new standard of inspectional services occurring within 48 hours of request was established and maintained.



Revenue received from application fees totaled \$202,764. Changes to the Commission membership included the addition of Vallorie Oliver as an Associate Member.

PLANNING AND ZONING DIVISIONS

The Planning Board and Zoning Board of Appeals continued to review applications for special permits and variances, within their respective jurisdictions, at regularly scheduled monthly meetings. The passage of

Article 68 at the 2015 Annual Town Meeting moved the permitting of commercial projects from the Zoning Board to the Planning Board. The Planning Board approved applications for 13 Special Permits, six Modifications to Previously Granted Special Permits, four Modifications to Previously Approved Subdivisions, 49 Secondary Dwellings and four Tertiary Dwellings. Through the review of numerous Approval Required and Approval Not Required plans, a total of 79 new buildable lots were created in FY 2015. The Zoning Board of Appeals reviewed 63 Special Permit and Variance applications, and the Zoning Administrator reviewed 25 additional permit applications in accordance with Zoning Bylaw sections 139-29 and 33.

The Planning Board successfully advanced warrant articles for the 2015 ATM to implement objectives of the 2009 Master Plan. All zoning articles adopted by Town Meeting were quickly approved by the Attorney General.

Revenue totaled \$84,727 including \$57,727 for Planning and \$27,000 for Zoning applications.

Respectfully submitted,

Andrew Vorce, AICP
Director of Planning



PUBLIC SAFETY REPORTS

FIRE DEPARTMENT

The Nantucket Fire Department personnel displayed strength and dedication in FY 2015, in one of the most demanding years in recent history. The demands placed on the department included: increased volume of calls, calls of elevated severity, calls during extreme weather conditions and calls of extended time periods, which required considerable resources. The department responded to a total of 3,103 emergency incidents, an overall increase of 8%, a major increase of 22% in fire incidents and a substantial raise of 19% in alarm activations.

The Fire Department responded to eight major structure fires, a wide assortment of smaller fires, multiple car fires of varying degrees and other hazard calls involving fire for a record setting 82 working fires.

The Fire Department was called upon to evacuate ten members of the community from their homes at the height of Winter Storm Juno. Overcoming the frigid temperatures, rising flood waters of the harbor, high winds and the electrical hazards due to damaged wires in the area made this one of the most memorable rescues to date. Four members of the department, (FF Dave Pekarcik, FF Nate Barber, FF Beau Barber and FF Kevin Ramos) received the Fire Marshall's Fire Fighter of the Year Award for their heroic efforts in this event.

Initiatives

2015 has seen the hard work of the Fire Station Work Group rewarded with the approval of funds to build a new fire station. This has been in the works for some time now but is truly needed for the continued protection of our island and community.

The Town of Nantucket embarked on a search for a replacement for retiring Chief Mark McDougall, resulting in the hiring of Chief Paul Rhude during this past summer.

Students from Worcester Polytechnic Institute completed a study of response times for the Fire Department. The study covered many aspects of response issues faced by the department. The work completed by these students will be a viable tool for this department reaching well into the future. Information gained through this collaboration includes geographic call density, response times as a function of location, traffic and availability of staff (concurrent calls).

Emergency Calls for FY 2015

Fire	82
EMS	1,353
Hazardous Condition	354
Alarm Activations	1,314

Fire Prevention/Fire Alarm/Code Enforcement

Fire Prevention

Fire safety education is paramount to affecting positive behavior and creating recognition of unsafe fire safety practices. Utilizing the guidelines of the Student Awareness of Fire Education (S.A.F.E.) program

and funding from the SAFE Grant, Nantucket Fire Department's fire prevention education program taught pre-school through high school age students about the dangers associated with fire. Age-appropriate information on prevention, key fire safety behaviors and surviving fires curriculum align with the goals and objectives of the State's Curriculum Frameworks and the Common Core of Learning. The Nantucket SAFE program owes much of its success to the partnership with public and private schools. Over 700 students received fire prevention education in 2015.

Adult residents and visitors of Nantucket received fire prevention education in a variety of ways. Social and news media for public service announcements, and presentations to various social, civic and religious organizations occurred throughout the year. The Fire Department worked in partnership with the PLUS Department to continually educate commercial businesses, including but not limited to assembly and healthcare facilities, on building, fire and life safety regulations. In January 2015, NFPA 1 Fire Code was implemented to provide guidelines for enforcement as a means to reduce catastrophic events. This year a concerted effort was made in conjunction with the Nantucket Police Department to insure compliance of fire, life safety and Crowd Manager regulations. The department's Workplace Fire Safety program expanded beyond housing facilities and municipal organizations to private businesses and hospitality organizations. The Fire Prevention Officer and facilities managers assessed existing fire and life safety measurements and identified areas needing improvement. Employees then received a presentation customized for their facility addressing prevention and fire drill procedures. Fire extinguisher training was also included. The entire program culminates with announced and unannounced fire drills. There were three incidences this year where employees who received this training were able to use fire extinguishers to suppress fires at their workplaces.

Fire safety education transitioned from the SAFE program for students ages three to 18 years, to the Senior SAFE. This fire prevention education program is designed to improve the fire and life safety of older adults in the state through education that addresses the unique fire risks for this age group. Some of the risks include smoking, home oxygen use, cooking, electrical and heating dangers. The Senior SAFE Program has created a partnership between the older adults and the Fire Department through established providers of senior support services such as the Council on Aging, Elder Services, Visiting Nurse Association and older adult living facilities on the island.

The Fire Prevention Officer and other department members recognize that community events provide a vital link to educating all residents and visitors. We remained active participants in community presentations, fundraising events and other outreach venues.

Fire Alarm

During this year we have continued to work towards improving the safety of the residents and visitors to the island by working with local businesses and property owners to improve the safety systems within their properties. The installation of fire suppression systems and fire alarm systems in the numerous commercial projects that have occurred on the island during the last year has greatly improved the safety of visitors to these properties. We are working with the Building Commissioner and Building Inspectors to continue to maintain safety of our residents as our leading concern.

As technology has improved the Fire Department has worked to stay up to date with this technology. The existing Gamewell Fire Alarm System is an example of dated technology that we, as a department and municipality, are striving to bring into the 21st century. We have continued the advancement of the fire alarm reporting system on the island by advancing the radio fire alarm system that reports directly to the

Fire Department and Public Safety Dispatch with numerous facilities being tied into this system. At the same time we have begun the shutdown of the Gamewell System in Siasconset Village with the removal of the pole mounted boxes and beginning the removal of the overhead wire. This process will continue at a steady pace with the majority of the shutdown being completed during the winter of 2016.

Code Enforcement

Permits issued FY 2015	
Above/Underground Tank Removal	16
Fuel Storage	
Cannon	2
Clam Bakes	6
COI Inspections	255
Fire Alarm	25
Fireworks	2
Grill Permits	235
LP Tanks/Fuel Storage	243
Oil Burner	19
Open Burning	39
Smoke / CO Detector	348
Sprinkler System Installation	7
Tank Truck Inspection	18
Permit Total	1,215

Inspections FY 2015	
Smoke Detector Inspections	303
Certificate of Occupancy Inspections	249
Fire Alarm Inspections	18
General Safety/Hazard Inspections	130
Sprinkler System Installation Inspections	13
Other Inspections	132
Inspection Total	845

Future Initiatives

In the coming year Nantucket Fire will focus on creating and implementing a long term capital, staffing and service delivery plan to meet national standards. These standards include delivery of advanced life support, and reduction of response times. Over the next year we will also be supervising the design and construction of the approved fire station project.

I am very proud of the performance and achievements of the Nantucket Fire team, and am excited about the new challenges and opportunities which we will face in the coming year.

Respectfully submitted,

Paul L. Rhude
Fire Chief

POLICE DEPARTMENT

Department Overview

The Police Department is the primary law enforcement agency for the Town of Nantucket charged with the responsibility to insure the safety of all persons in the Town through the enforcement of the criminal and civil laws of the Town and the Commonwealth. The Police Department has the following primary responsibilities:

- Protection of lives and property of all citizens
- Preservation of the peace
- Prevention of crime and disorder
- Identify and prosecute violators of the law
- Plan for and supervise public safety at special events
- Respond to all emergencies
- Support regional and national homeland security strategies
- The protection of the individual rights of all persons within the Town of Nantucket

The Police Department is divided into three divisions under the supervision of the Chief of Police: the Administrative Support Division, the Operations Division and the Harbormaster's Office. The Operations Division provides the direct services to the general public and is responsible for the enforcement and prevention objectives. The Administrative Support Division provides support functions for those direct services for members of the department and the general public including oversight of the Emergency Communications Center (e911), the Public Safety IT Network, and the Town-wide telecommunications system. The Harbormaster's Office is responsible for marine search and rescue, the supervision of waterways operations and public beaches, moorings, Town Pier, aids to navigation, and the lifeguard program. The Police Department also oversees the emergency management function for the Town of Nantucket.

Career Milestones

New Employees

- Era Kever, Dispatcher, August 18, 2014
- Brian Jackson, Dispatcher, December 15, 2014
- Joseph Flynn, Police Officer, February 6, 2015
- John Hagerty, Police Officer, February 6, 2015
- Michael Mastriano, Police Officer, February 6, 2015
- Patrick O'Connor, Police Officer, February 6, 2015
- Amanda Schwenk, Police Officer, February 6, 2015
- David Watkins, Police Officer, February 6, 2015
- Zachary Coyne, Police Officer, February 13, 2015
- J. Ryan Smith, Business Licensing Inspector, February 15, 2015
- Seth Finley, Beach Coordinator, March 23, 2015

Separations

- Gwen Comatis, Dispatcher, August 3, 2014

- Michelle Malavase, Dispatcher, November 26, 2014
- Daniel Welch, Police Officer, January 25, 2015

Individual Accomplishments

- Officer Brandon Whiting was assigned to the position of Detective June 1, 2015
- Officer Michael Cook was assigned to the position of Detective June 1, 2015

Department Accomplishments

Police

The Police Department coordinates public safety in the Town. Utilizing community policing tactics and best practices in policing and emergency management, staff are able to deter and prevent crime, address manmade and natural disaster and provide an overall sense of security for residents and visitors of this community. The Police Department consists of 36 sworn police officers, 10 dispatchers and five non-sworn staff.

The Police Department was able to accomplish the following major accomplishments in FY 2015:

- Graduated our fourth class of citizens from the Citizen's Police Academy program.
- Expanded our Volunteers in Policing (VIP) program to 14 dedicated volunteers who contributed an average of 90 hours per month of service to the department for a total of 1,098 hours which is worth approximately \$28,901.89 in volunteer time.
- We hired a full-time "Business License Inspector" to help address the numerous alcohol, entertainment, sidewalk obstruction and signage complaints received by this and other departments.
- We assumed responsibility for the management of the business licensing function for the Town following a reorganization of the Town Administration office.

Harbormaster's Office

The Harbormaster's office is part of the Nantucket Police Department and is responsible to provide a wide variety of front-line services that include responding to calls for service in the harbor and on the waterways of Nantucket, as well as providing transportation for first responders to the out islands and hard to reach beaches for fire, police or medical incidents. The Harbormaster's office is staffed by two full-time employees and numerous seasonal employees.

The Harbormaster's office was able to accomplish the following major accomplishments in FY 2015:

- Initiated a new program to improve the condition of the Town beaches by hiring a full-time Beach Coordinator who will be responsible to coordinate all Town services used to maintain the beaches.
- Completed major repairs to the Town Pier and floating docks following the damage caused by Winter Storm Juno and had the pier open for business by July 1.
- Completed a clean up of over 100 unclaimed dingy and small boats that had been abandoned on many of the public beaches in and around the harbor.

Emergency Management Office

The Emergency Management office coordinates the planning, response and recovery from natural and man-made disasters. The Emergency Management Coordinator works with the Police and Fire Chiefs as well as other Town directors to insure that the Town is prepared in the event of a disaster. The Emergency

Management office also coordinates mutual-aid agreements, preparedness grants and federal reimbursement requests.

The Emergency Management office was able to accomplish the following major accomplishments in FY 2015:

- The Emergency Management Coordinator conducted a damage assessment, collected documentation and submitted a request for federal reimbursement from FEMA for over 1.7 million in damages incurred by Winter Storm Juno. The reimbursement is expected to be approximately 75% of that amount and will be received sometime in FY 2016.
- Secured a construction license from the Federal Communications Commission (FCC) to install a "Low Power FM" (LPFM) radio transmitter; channel 105.5 FM that will be used to disseminate important information to the general public along with commercial FM and media partners during emergency situations. The station is expected to go on the air in late 2015.
- Installed a system of three emergency alert sirens that will be available to emergency managers as a tool to alert the general public of impending life threatening situations that may impact Nantucket. This system will be used in addition to the high-tech app-based systems, Ping 4, and reverse 911 systems already available to the Town. Installation is expected to be completed in the summer of 2015.

FY 2016 Goals

Police Operations

Maintain a high level of service to the citizens of Nantucket: We will conduct on-going evaluations of the various programs and resources used to provide services. We will continually monitor incident response times and outcomes to insure that we are responding to calls for service in an effective manner. We will also maintain and improve our volunteer program, looking for additional opportunities for our VIP's.

Maintain an atmosphere of safety for citizens: We will continue core programs such as community policing, crime prevention, school resource officers, neighborhood patrols, traffic enforcement, criminal investigations and emergency preparedness. We will continuously monitor the effectiveness of these programs to insure they are consistent with the best practices in the field.

Budget and Capital Planning: We will monitor revenues and fees generated through our various programs. We will also continue to evaluate the cost sharing agreement with the Nantucket Airport for police services at their terminal. To help identify future budget needs we will develop a long-term capital plan that addresses the needs of the department's buildings, motor vehicles and technology.

Marine Operations

Capital Improvement Plan: Develop a Capital Improvement Plan for the Town Pier and Floating Dock System and the repair or replacement of the F Street Bulkhead. Continue to evaluate the options available and costs to improve or replace the restroom and office facilities at the Town Pier. Improve the usefulness of the Jackson's Point facility to improve response times in the Madaket Harbor area. Continue to maintain and improve the usefulness of the lifeguard housing facilities as well as try to secure more available space.

Waterways Projects: Continue a project to dredge and rebuild the Boat Ramp area to improve safety and access for boats at all tide levels. Seek grant funding to improve the Aids-to-Navigation program to improve safe access for boaters to all areas of the island.

Mission Capability: Continue to evaluate the mission capabilities of our marine vessels and determine their suitability for the missions that we are engaging them in. Of particular concern is our limited waterside firefighting capabilities. We will explore all funding and equipment options available to address this concern.

Beach Management: Develop and implement a four-season plan for maintaining our island beaches to include trash clean-up, access, fencing and hazard removal. Continue the level of service for lifeguard coverage provided during the 2015 season and conduct our first "junior lifeguard" program as a way to encourage more participation in the seasonal lifeguard program by island residents.

Emergency Management

Outreach and Education: Conduct more outreach regarding emergency preparedness to businesses, faith-based and community organizations, non-profits, conservation groups, school and other organizations to improve preparedness and recovery efforts in the event of a natural or man-made disaster.

Enhanced Shelter Capability: Establish a more robust shelter system to include alternative shelter space and updated MOU's with the American Red Cross and shelter providers. Review and obtain MOU's for services needed during operational and recovery phases of an event.

Emergency Drills: Conduct live and table-top emergency preparedness exercises between all disciplines designed to train and prepare Nantucket's emergency responders to respond to natural and man-made disasters.

SUMMARY OF CRIME STATS

ARRESTS	FY 2012	FY 2013	FY 2014	FY 2015
Drug Offenses	39	43	45	24
DWI Offenses	73	103	94	97
All Other Offenses	1048	1385	853	463
Total Arrests	1,160	1,531	992	584

PART 1 REPORTED CRIMES	FY 2012	FY 2013	FY 2014	FY 2015
Homicide	0	0	0	0
Rape (includes unfounded and included offenses)	7	4	6	2
Robbery	3	1	1	1
Assault	69	58	51	27
Burglary	90	55	66	65
Larceny	304	353	364	251
Auto Theft	3	18	10	10
Arson	3	1	3	0
Total Part 1 Crimes	479	490	501	356

OTHER OFFENSES	FY 2012	FY 2013	FY 2014	FY 2015
Fraud	102	156	144	154
Property Reported Stolen	284	339	364	301
Property Damage - Vandalism	156	139	133	148
Drug Offenses Reported	29	26	55	35

Family Offenses - Domestic	171	93	90	75
General Police Services	15,052	18,001	15,235	19,141
Disturbance – Noise Complaints	508	450	401	420
Disturbance - General	300	322	321	309
Fish and Game Violations	9	32	17	14
Animal Complaints	1,942	1,090	1,139	979
Total Other Offenses	18,553	20,648	17,899	21,576

MOTOR VEHICLE STOP/CRASHES	FY 2012	FY 2013	FY 2014	FY 2015
Motor Vehicle Hit Deer	32	35	26	21
Motor Vehicle Stops	2,625	3,039	2,929	2,907
Motor Vehicle Crash Reports	337	395	456	503
Motor Vehicle Fatalities	0	0	0	1
Total Motor Vehicle Stop/Crashes	2,994	3,469	3,411	3,432

FEES COLLECTED	FY 2012	FY 2013	FY 2014	FY 2015
Beach Permits	\$407,895	\$337,826	\$388,434	\$401,574
FID/Pistol Permits	\$3,375	\$1,868	\$5,275	\$3,763
Taxi Permits	\$7,825	\$6,940	\$8,265	\$7,775
Parking Permits	\$51,775	\$46,175	\$50,195	\$70,740
Parking Fines	\$234,180	\$215,470	\$279,841	\$259,903
Alarm Registration Fees	\$220,730	\$105,989	\$114,355	\$113,856
All Other Fees	\$6,575	\$21,187	\$7,713	\$9,762
Total Fees Collected	\$932,355	\$735,454	\$854,078	\$864,373

It continues to be an honor to serve Nantucket as the Police Chief for the past ten and one half years and to work with the many fine men and women of the Nantucket Police Department. As we move into the next year, we will do so with an objective to better serve you, the citizens of Nantucket.

Respectfully submitted,

William J. Pittman
Chief of Police

SCHOOL REPORTS

This report is a summary of school departments for the period of July 1, 2014 to June 30, 2015 and was prepared by Superintendent W. Michael Cozort with input from each school or department.

NANTUCKET PUBLIC SCHOOLS

*World Class Learning: We Learn, Grow and Care
Through Rigor, Relevance and Relationships*

2014-2015 was an incredible year for the Nantucket Public Schools. With enrollments continuing to rise, the Nantucket community rose to the challenge and passed vote for a new intermediate school and an addition to the middle school by an overwhelming majority. We are ever so grateful! The middle school work is targeted to be completed by September of 2016 and the new, intermediate school is on an aggressive timetable to be completed by September of 2017.

School Enrollment Academic years 2012 - 2015

	NES	CPS	NHS	Total
October 2012	656	306	424	1,386 students
October 2013	683	348	450	1,481 students
October 2014	723	334	460	1,547 students
October 2015	722	332	513	1,567 students

State Assessment Results

The Commonwealth's state-wide assessment program has three primary purposes: 1) to inform and improve curriculum and instruction; 2) to evaluate student, school and district performance according to the Massachusetts curriculum framework content standards; and 3) to determine whether a student has met state requirements for the Competency Determination, i.e. whether a student is eligible for a high school diploma. Every public school student, including students with disabilities, must participate in the assessment. Results on the MCAS tests are reported by achievement levels that describe a student's knowledge and skills as they relate to the state content standards in Mathematics, English Language Arts and Science. Students in grades 9 and 10 have the option of choosing one science test in the areas of Biology, Chemistry, Introductory Physics, or Technology/Engineering to earn a proficient score to meet state graduation requirements. Students receive a separate score and attain an achievement level in each subject area. School and district results are reported according to the percentage of students attaining each achievement level in each grade level or subject area tested.

As has been widely publicized, the Commonwealth of Massachusetts moved to a new assessment (PARCC) system for grades 3-8, while maintaining the traditional high school MCAS assessment for the 2014-2015 school year. The new assessment was provided in a digital format and was a much more rigorous test.

At Nantucket High School, our scores were similar to last year's, reflecting that our students scored at the state average in Science, slightly above the state average in Mathematics and considerably above the state

average in English Language Arts. In particular, it should be noted that NHS had 54% of its students in advanced in English as compared to just 27% across the state.

At Cyrus Peirce Middle School, our students scored at the state average in Science. In English Language Arts and Mathematics, our sixth graders scored below the state average, but both our seventh and eighth grade students scored at the state average.

At Nantucket Elementary School, our students in grades three, four and five scored below the state average in both English Language Arts and Mathematics. This is clearly related to the high percentage of “students with high needs” in these grades. This “high needs” designation is based on a state formula that calculates students with Special Needs, English Language Learners and those who are economically disadvantaged. We know that, based on this significant population, we need to provide more resources and training for staff to help our students meet their potential.

Based on our achievement scores, each school in the district is now designated as a Level 2 School (as is the district as a whole), indicating that students met most, but not all, of their assessment targets. We know that English Language Arts continues to be a strength for students in the district, but that mathematics is an area in which we must improve. Our high needs subgroups (ELL, Special Needs and low income students) are below targets and we must do a better job to help them improve their achievement scores.

In addition to raising student achievement, we know that we must always remain committed to ensuring that our students’ physical and emotional needs are met. A strong physical education program, exciting music/arts programs, varied world languages and broad vocational education are integral to that and I am proud to report that we have maintained our commitment to each of those.

The school district continues to maintain relationships with local organizations: the Nantucket Historical Association, the Egan Institute, Maria Mitchell Association, ReMain Nantucket, the Boys’ and Girls’ Club and Strong Wings are among the community organizations that provide students with enrichment opportunities.

We are also fortunate to have so many caring and gifted educators and support staff. They give generously of their time and expertise, both inside the classroom and out. In addition to knowing and teaching their subjects well, they often are club and activity sponsors, coaches and confidants. They care deeply about our children and take pride in providing a learning atmosphere that promotes intellectual challenge and emotional wellbeing. A school system is only as good as its teaching faculty.

We are blessed to have students who demonstrate daily excellence in the classroom, on the playing fields and in their extra-curricular and volunteer activities. We are extremely proud of all of our graduates. Our students do a number of things after graduation: some travel; a few take an extra year of prep school; some go directly into the world of work; and many of our students have been accepted to outstanding colleges and universities. Clearly, students who go through the Nantucket Public Schools can, if they work hard, go anywhere and be successful!

Nantucket Elementary School – submitted by Principal Kimberly Kubisch

2014-2015 was another busy year at Nantucket Elementary School. The administrative team in place continued to be – Kimberly Kubisch Principal, Nina Slade Associate Principal Pre-K – 2, and Michael Horton Associate Principal 3-5. Nina Slade provided ELA support across Pre-K to fifth grade classrooms

and Michael Horton provided Math support across Pre-K to fifth grade classrooms. The three of us spent a great deal of time in classrooms formally observing teaching and learning. We continue to utilize the Mass. DOE Evaluation System, which is very rigorous and informative. The staff and students embrace Responsive Classroom as the classroom management model for the school. The Standards-based report card was refined even further. We implemented Math Expressions for the sixth year as the core math program, and for the fourth year the Language Arts Program - Houghton-Mifflin Journeys was used. In writing, we are utilizing the resources from Teachers College Reading and Writing Project (Columbia University). Staff knows that these three programs are to be used as a resource, but the requirement for teaching and learning is to master the Common Core Standards. All of these resources were utilized, refined, and expanded upon to support the teaching and learning of the Common Core State Standards.

The NES staff collected and utilized a great deal of student performance data. AIMS Web was used to collect and analyze reading and math student performance data three times during the year. Teachers also utilized assessments with the Journeys and Math Expressions resources, as well as Fountas and Pinnell Reading Benchmark Assessments (these were also three times). The Fountas and Pinnell tool allows NES teachers to use the same assessment tool across all grade levels. MCAS results from 2014 also helped to provide necessary student information. Teachers were focused on using data to inform instruction. They did creative instructional moves to support instruction including targeted Response to Intervention groups. Students across the third grade level switched classes to work on particular skills with which they needed support. Our fifth grade teachers worked in teams to platoon for the first time at NES. This was a recommendation of the math task force to have students move from teacher to teacher while each teacher focused on a specific content area. It is our hope that this will help with presetting students for the transition to middle school.

Our school provides support for learning for students with a variety of needs, from special education to students who speak English-as-a-Second-Language to children who are advanced. The data mentioned above helped us to create co-teaching classrooms at every grade level with students who have special needs and the support of a Teaching Assistant and a certified Special Education teacher in those two rooms at every grade. In addition, students who receive ELL services were spread across all classrooms as several more staff members, including administration, pursued their Sheltered English Instruction credentials through the Massachusetts Department of Elementary and Secondary Education. Nantucket Elementary School hired after-school MCAS tutors through Title I Grant funds. Students were selected based upon low MCAS performance. In addition, we had an afterschool ELL tutor who worked with some of our non-English speaking students in the testing grades. We also held an after school homework club. The population requiring these services continues to grow. Francie Baskett continues to be the school's ISLE program teacher for students with special talents or areas of interest.

To support staff with boosting student engagement in their learning, all classrooms have SMART interactive whiteboards and technology which is being utilized throughout the building in all classrooms in some way. Professional development in technology continued. Teachers had Google Apps for education training, and the students were using technology in classrooms daily, including Reading Eggs, IXL, Read Naturally, and Math Seeds. In addition, we continued to put more computers in classrooms for centers and/or an iPad cart. We purchased several Chromebooks. These were needed to do the standardized testing for Grades three through five. Students were trained in the new device usage and had significant opportunities to use them in preparation for PARCC testing in March and May.

In addition, we have two substantially separate specialized learning classrooms to help meet the needs of students with learning challenges. Nantucket Elementary School continues to utilize an Options Program in collaboration with the Walker Partnership designed to meet the needs of students diagnosed with emotional disabilities. This program provides the opportunity to receive a modified educational program on the island.

Our students had the opportunity to participate in the long standing traditional field trips again. The third grade, in conjunction with their Social Studies content went to Plimoth Plantation; the fourth grade had their annual sleepover at the Boston Museum of Science; and the fifth grade did their three day pilgrimage to Yarmouth Port, MA for Nature's Classroom learning experiences. Once again, our fourth grade students reaped the benefits of our community partnership with the Nantucket Historical Association. They had the opportunity to live like whalers and enjoy a sleepover at the Whaling Museum in the fall. This night included learning about all aspects of living on a whale ship: the food, the culture, the work, and the travel. We also had our third year of our partnership with the renowned Walden Chamber Players. They came three times during the year. In this residency, they performed for each class, held an information/performance night for families, were pen pals with third grade classes, held performances at the FONPS Holiday house tour and at the Dreamland. Our students performed alongside these wonderful musicians.

Cyrus Peirce Middle School – submitted by Principal Peter Cohen

During the 2014-15 school year, the student population was 330 students. With a small (95 students) 6th grade class, CPS has a brief window before we will simply be out of space. Fortunately the Town of Nantucket gave its support of a new addition of six classrooms at CPS that will alleviate our space issues in the near future.

Under the leadership of the CPS faculty, Principal Dr. Peter Cohen, Ed.D and new Assistant Principal Torrance Lewis the school worked to improve student achievement, raise the level of instructional rigor, and create a positive school climate. The mission of Cyrus Peirce Middle School is to prepare students to grow intellectually and socially in a supportive yet challenging environment and to provide them with 21st century skills for success in high school and beyond.

The 2014-2015 school year was the first year with an assistant principal in place at CPS. The partnership of Dr. Cohen and Mr. Lewis allowed the school to restructure student discipline protocols, spread out the requirements of the teacher evaluation system, and continue to improve the schedule and programming at the school with an eye towards an improved intervention system for students with academic struggles.

The Cyrus Peirce Middle School is a strong, student-centered middle school with a solid sense of community for all and a positive environment for students and the community. As a school we set forth to maintain initiatives which support our school's mission. With a new administration in place, the 2014-2015 school year was focused on reflecting on what works at CPS and what can be improved.

Moving forward, staff and stakeholders continued to place instruction and increasing student achievement as the greatest priority. To that end, events and programs were developed throughout the school year to continue to increase the quality of the middle school experience. Students are exposed to a full range of coursework at the middle school level. At CPS we strive to ease the transition from elementary school and set students up for success as they prepare for high school. At the middle school level we focus as much on teaching students to be students as we do on content.

Students in all three grade levels participated in the MAP (Measures of Academic Progress) testing, which is an assessment system aimed at determining student strengths and weaknesses in language arts, math, and science. These assessments were administered in September, January, and May to determine student growth and focus instruction on areas of weakness. We also spent many hours learning about the new PARCC assessment, which replaced the MCAS for middle school students. Members of the faculty participated in professional development to better understand the data analysis process and the new PARCC assessment.

Professional development was a priority to support improved instruction. In addition to the MAP data workshops, CPS sent teacher representatives to the New England League of Middle Schools conference in Providence, the Association for Middle Level Education conference in Nashville, the National Council of Teachers of Mathematics conference in Boston, the International Society for Technology in Education conference in Philadelphia, and the National Science Teachers Association conference in Chicago. By exposing our educators to the leaders in the field around the country our school benefits greatly.

CPS also continued the road towards a 1:1 learning environment with the addition of 150 Chromebook computers, which were utilized by students in all grade levels. By the time you are reading this, we will have successfully transitioned to a computer for each of our middle school students.

Nantucket High School – submitted by Principal John Buckey

The 2014-2015 academic year was rife with success at Nantucket High School. Our students continued to achieve in the classroom, on the athletic fields and courts, on the stage, in the art and music studios and in the community. Our talented veteran staff was joined by nine new teachers, who did an outstanding job educating our students across the curriculum. Academically, the number of students participating in our Advanced Placement program increased significantly. We added three Advanced Placement classes – AP Physics, AP Environmental Science and AP Statistics – and administered nearly 100 more exams than in 2014. We added two new vocational courses – landscape architecture and gardening and graphic arts. In addition, we hired four new vocational technology teachers – Ms. Merrill Mason in graphic arts, Mr. Tom Proch in culinary arts, Mr. Mike Girvin in wood technology and Mr. Chester Barrett in automotive. This year we saw the first class to see back to back state winners in the culinary ProStart competition, which also competed in the Nationals two years running, improving their achievement from 39th to 14th place in just one year. Over 80% of our students elected to continue their education after graduating, going to community colleges, technical schools, colleges and universities across the country. Our athletic teams did exceptionally well. Our athletic accomplishments included winning Cape and Islands' league championships in boys' soccer, girls' soccer, and field hockey. The football team won the Mayflower league small division championship. Girls' swimming won the Bay Colony Conference regular season championship and wowed us all with an impressive 7th place at the State Championship meet having a student-athlete place third in the state in diving. Boys' swimming won the Bay Colony league meet. And, boys' lacrosse won the Cape and Islands' league Championship with a perfect 10-0 record and were semifinalists in the state tournament system. Add to that 14 of our 15 varsity sports teams qualified for tournament play and Whaler Pride was alive and well. The community of Nantucket continued to be an invaluable partner in our educational opportunities as well as an extension of our campus. One fifth of our seniors participated in School to Career opportunities across the island. We are grateful to our community partners for opening their businesses and organizations for these extended learning opportunities. Once again, 100% of our graduating seniors completed their community service graduation requirement, giving back and providing benefit to myriad island causes. The fine, applied and performing arts had an amazing year. Many of our young musicians participated in Cape and Islands as well as state music festivals and

auditions. Our drama department staged a very successful fall play, which was followed in the spring by an inspiring rendition of *The King and I* as the musical. We had several students participate with the Artists Association's spring Junior Artists show, many receiving awards for their outstanding work.

Dr. John J. Buckey completed his seventh year as principal of Nantucket High School. Dr. Buckey led the largest graduating class – 101 students – through graduation exercises, replete with a keynote address from island author Nathaniel Philbrick. Nantucket High School seniors Isabella Day and Lisa Genthner were named the 2015 Nantucket Golf Club Foundation Scholars. The island community generously gave Nantucket High School graduates from 2015 and numerous alumni local scholarships well in excess of half a million dollars.

Special Services – submitted by Director Nancy Miller

The Special Services Department at Nantucket Public Schools is committed to an inclusion philosophy in which children with special needs are integrated into our regular education classrooms and co-curricular activities whenever possible. This approach is not only mandated by the Massachusetts Department of Elementary and Secondary Education, but helps all of our students learn as a community of individuals with unique strengths and challenges. When special needs services are provided in classrooms, in our activities and on our playing fields, all students benefit.

Our system-wide support services for students, ages 3–22, broadly include academic classroom support, behavioral classroom support, co-taught classes, specialized instruction in individualized or small group settings, substantially separate programming for students with significant special needs, occupational therapy, speech and language therapy, physical therapy, behavioral therapy, parent consultation, counseling, social skills instruction, early intervention support, extended school year services, assessment and diagnosis.

The focus for the Special Services Department during the 2014-2015 was expanding the Language Based Learning Disabilities (LBD) program at Nantucket High School. In an effort to better support the LBD Program, the district added a Special Needs Teacher dedicated to the program full-time. The district increased consultation services from Landmark Outreach to the program and developed a comprehensive schedule for the students in the program that includes small group instruction, reading tutorials, co-taught classes and electives.

This year, the district completed a Self-Assessment for the Department of Elementary and Secondary Education (DESE) in preparation for the Mid-Cycle Review scheduled for October, 2015. The Mid-Cycle review is an audit of our Special Education Department and focuses primarily on district compliance to state and federal regulations for students with disabilities.

During the 2014-2015 school year, the Department of Special Services provided a range of professional development activities including presentations on Civil Rights, Proloquo, Language-Based Strategies for the Classroom, Behavioral Strategies for the Classroom, and Transitions for Special Needs Students to Adult Services.

For the first time in many years, the Department of Special Services participated in the Cape and Islands Special Olympics Spring Field Event. A team of five staff members and four students joined other Cape students in team and individual events such as jumping, running, throwing, catching and balancing. It was a day filled with joy and our students were all smiles as they showed off their medals on the boat ride home!

The district anticipates expanding our team participation for next year, hoping to expand to all students who wish to participate.

Approximately 224 students were provided services in our local schools through an Individualized Education Plan (IEP) during 2014-2015. This represents about 14.6% of our student body and is below the state average of approximately 17%. In addition, approximately nine students were provided services in residential treatment facilities. Students are placed in residential schools when their learning and safety needs are so significant that the local schools are unable to provide appropriate services.

In addition to students who have Individualized Education Plans, there were approximately 85 students who received classroom accommodations in accordance with 504 Accommodation Plans. Finally, in accordance with Child Find regulations, during 2014-2015, the Special Services department conducted 185 Special Needs evaluations in response to requests from families, teachers and specialists.

English Language Learners – submitted by Director Jeremiah Splaine

Nantucket Public Schools has experienced an unprecedented growth in the number of students who speak a language other than English as their native language. As recently as 2005, there were only 39 English Language Learners (ELL) enrolled in our three schools. Today, Nantucket Public Schools enrolls more than 250 students who are learning English as a second or third language. They are simultaneously expected to learn rigorous academic content in a language that they don't understand or speak. As of October 1, the date that the Massachusetts Department of Elementary and Secondary Education (DESE) officially collects enrollment data, the total population of ELL students at the three schools numbered 251. That number has since grown as ELL students continue to arrive throughout the school year. English Language Learners now account for more than 14% of the total student population district-wide.

This growth in the student population reflects the dynamic change in the demographics of our community. Students at Nantucket Public Schools come from more than a dozen different countries including Brazil, El Salvador, the Dominican Republic, Puerto Rico, Mexico, Costa Rica, Honduras, Colombia, Bulgaria, Lithuania, Poland, Thailand, Ireland, Italy, Nepal and Jamaica. Today, more than 40% of all students at Nantucket Public schools self-identify as members of minority groups. This drastic shift in the composition of the student body has prompted Nantucket Public Schools to implement measures that expand our capacity to provide these students with a meaningful and rewarding educational experience.

Since 2012, Nantucket Public Schools has taken the following steps to address this recent phenomenon:

- Hired a full-time Spanish translator/interpreter, located at the front office of Nantucket High School.
- Hired a full-time Spanish speaking parent liaison to assist in the office of Nantucket Elementary School.
- Increased (from 5 to 8) the number of teachers servicing ELL students. There are now four certified ELL teachers at Nantucket Elementary School, two at Cyrus Peirce and two at Nantucket High school.
- Hired a full-time bilingual Spanish teaching assistant at Cyrus Peirce.
- Hired a full-time Director of English Language Learner Services to join the district's administrative team. The Director of ELL Services works to address compliance with DESE mandates, to keep abreast of current developments in the field by participating in the Massachusetts English Learners Leadership Council (MELLC), a professional network of ELL administrator's across the

Commonwealth, and to provide administrators, teachers, and teaching assistants with meaningful professional development in policy and best practice for ELLs.

- Offered staff multiple opportunities for professional development regarding English Language Learners.

This professional development includes facilitating the implementation of The RETELL (Rethinking Equity in Teaching English Language Learners) initiative requires that all administrators and core academic teachers earn an endorsement to their teaching license by taking the Sheltered English Instruction (SEI) endorsement course by June 2016. As of 2015, 43 teachers and 9 administrators have earned the SEI endorsement. By June of 2016, an additional 53 teachers will complete the SEI course and earn their endorsements in Sheltered English Instruction. The goal of RETELL and the SEI endorsement is to provide teachers with useful instructional strategies to make their academic content more accessible to students who do not speak English. District and building-level administrators' SEI endorsement has provided them with guidelines and expectations to assist them in their observation and evaluation of teachers who are SEI endorsed.

Also in 2012, Massachusetts joined the World Class Instruction and Design and Assessment (WIDA) consortium of 38 states who have adopted common standards and assessments for English Language Learners. WIDA provides teachers with many useful tools to improve instruction for ELLs. Nantucket Public Schools uses the WIDA Measure of Developing English Language (MODEL) as our assessment tool for initial identification of ELL students' needs. In January, ELLs at Nantucket Public Schools and across the Commonwealth and the entire United States, take the ACCESS for ELLs annual standardized test of English proficiency. Results of both the ACCESS and the MODEL are used to identify the English proficiency level of ELLs and to schedule services for these students according to their needs as required by DESE. Beginners receive an hour and a half of direct, explicit instruction in the English language per day. Students at higher proficiency levels receive a minimum of one class period per day in English language development. Implementation of the WIDA standards and tools is an integral component of the SEI endorsement as teachers differentiate their core academic instruction according to the varying linguistic needs of their ELL students.

English Language Learners bring a wealth of talents and a rich cultural and linguistic diversity to our school community. Their unique experiences, personal histories and multi-cultural heritage are an asset not just to the students and staff of our school system, but to our island community as well. Nantucket Public Schools will continue to welcome immigrant students, to include them in all programs and opportunities that we offer to students, to provide them with a systematic program of instruction in the English language and to deliver instruction in a manner that provides meaningful access to academic content.

Technology Department – submitted by Director Karen McGonigle

The Nantucket Public Schools technology department is responsible for all infrastructure, systems, applications, classroom tools, repair and maintenance, coordinating mandated state and federal data collection and reporting, and staff professional development in the use of these systems and applications. The technology department provides the technology infrastructure as well as administrative and classroom tools to enrich the experience of our students. There are four primary areas that the district technology department focuses on: Educational Technology; Infrastructure; Professional Development; Data Collection and Reporting.

Educational Technology

The technology department continued to add and upgrade SMART Boards, desktop computers, laptop computers, iPads and Chromebooks for classrooms at all schools. Obsolete equipment was removed from service and recycled. The Google Apps for Education initiative continued and grades 3 and 4 were added. The technology department provided significant support for the PARCC online assessment for grades 3-5. Chromebook carts were added at NES to support the PARCC initiative and allow for 1:1 testing by grade level. Chromebooks were also purchased for CPS in support of PARCC. All CPS teachers were given a Chromebook in preparation for a planned 1:1 initiative at the Cyrus Peirce Middle School.

Infrastructure

The district was able to acquire new technology tools in all three schools as follows: 49 desktop computers; 72 laptops; 8 iPads; 268 Chromebooks; and 13 SMART Boards with projectors. An application for federal ERate funding was submitted to upgrade the wireless network in FY 2016. Internet bandwidth was upgraded to a direct fiber connection at 200Mbps utilizing federal ERate funding. A new student information system, Follett Aspen, was implemented in FY 2015. This application replaced the student information system, health system and special education system and compiled all data into a single database repository.

Professional Development

The focus for professional development continues to be high quality training for using technology in the classroom. Sessions included SMART Board interactive whiteboards, SchoolCenter website development, Kurzweil and Google Apps for Education. Significant onsite and web-based training was provided for Aspen as part of the student information system project.

DESE Data Collection

The technology department coordinates state data collection efforts, provides professional development to data entry staff and maintains the software and hardware necessary to perform these tasks. DESE data collection for student demographic, staff and teacher highly qualified and course catalog data is performed in October, March and June of each school year.

Nantucket Public Schools Facilities Department – submitted by Director Diane O’Neil

The Facilities Department and its entire staff work very hard to maintain and upgrade as needed all School facilities and grounds. Projects that were completed in the 2014-2015 school year include: an Integrated Keyless Entry System in all schools; window bank replacements; the renovation of the Photo Lab at NHS; bathroom renovations at all three schools; sidewall replacement on the pool building; the replacement of several Elementary School playground pieces; the renovation of the First Way building for the Central Offices; classroom floor replacement throughout all three schools; the replacement of auditorium seating and the refurbishing of the auditorium floor; replacement of the pool scoreboard; replacement of water fountains with water bottle filling units; and starting the new Intermediate School and Middle School renovation project. The FY 2015-2016 projects we expect to complete are: the continued work on the Intermediate school and middle school addition; the Backus Lane storage building; continuation of replacing window banks; painting all exterior trim at NHS and CPS; the refurbishing of the front apron at NHS; the CPS vestibule for safety and security; replacement of the NES generator; exterior repairs on the Field House; and the relocation of the CPS woodshop.

Nantucket Community School – submitted by Caitlin Waddington

The past year has brought many exciting changes and expansions to the Nantucket Community School. We began the year settling half of our team in our new downtown campus at 56 Centre Street (only to join them throughout the winter during the First Way renovation) before landing in our newest Mid-Island Campus at Candlewick Corner (128 Old South Road).

Throughout all of these changes, the Nantucket Community School's team members were exceptionally busy expanding and coordinating their programs. Their hard work resulted in a full complement of enriching and engaging activities for all of our islanders and seasonal guests. Below are a few highlights:

- Website – Fully redesigned our website to work in conjunction with our new registration software
- "Learning without Leaving" - Collaborated on this research study with ReMain Nantucket and UMass Boston; facilitated working group and developing strategies for Adult Ed expansion
- Early Childhood Ed – restructured this program at 56 Centre (minus the ECC for drop-in)
- Spring Into Fun childcare program – designed and implemented to fill the gap during the Boys' and Girls' Club closure
- Extended Day after school program – expanded by 16% (from 47 to 56 children)
- Moved offices from First Way to 56 Centre and moved offices from 56 Center to CPS camp office and to Candlewick Corner
- Reopened the Early Childhood Center at Candlewick Corner
- Community Recreation – Pilot collaboration with the Town and DPW to coordinate activities on the Town fields, the tennis courts at Jetties beach and Essex Park
- Child Development Education, Inc. - Developed relationship with and secured \$5,000 per year MOU for FY 2015 and FY 2016 for Adult Education support to Early Childhood Educators
- Collaborated with Camp Summit committee to revise the scholarship process for summer camps
- Secured tuition funding through Community Foundation for Nantucket and Nantucket Golf Club Foundation for the Spring into Fun programs and the Preschool tuition assistance program
- Expanded summer programming – Summer Bridge, Extended Day Summer Camp and Adult Enrichment & Fitness classes

We are fortunate and honored to serve such a generous community. Financial support from the Nantucket Education Trust and the Tupancy-Harris Foundation assured the continuation of Summer Boost. The Nantucket Yacht Club provided an unsolicited donation to support YELL, our teen leadership program and ESOL for adult learners. Private donations were received in Will Brown's name to offer Learn to Swim scholarships. The Nantucket Golf Club Foundation and the Community Foundation for Nantucket collaborated to provide childcare tuition assistance, and ReMain Nantucket continues to gift the community with a beautiful, state-of-the-art building for offices and classroom space; a place for EVERYONE to grow through lifelong learning.

Much of what the Nantucket Community School provides is a direct result of involvement of our islanders, collaborative business partners and the vision and support of the NPS School Committee and the Town of Nantucket. We truly appreciate the opportunities this has afforded us in reaching the Nantucket Community School's mission to engage, strengthen and connect our community.

The Nantucket Public Schools have improved each and every year, thanks to a stable administration, a dedicated faculty, supportive parents and students who strive to excel. However, we understand that we cannot afford to stand still or we risk getting left behind. We must continue to enhance our facilities, expand

our programming for all students and provide meaningful professional development for our faculty. In short, we must raise the standards for every student, parent and staff member. As educators, we know that this cannot be accomplished without the involvement and commitment of parents and the community-at-large. We thank you for the opportunity to be a part of the exciting changes taking place in our district and look forward to working with you toward our goal of continuous improvement.

Respectfully submitted,

W. Michael Cozort
Superintendent of the Nantucket Public Schools



COUNTY REPORT

REGISTRY OF DEEDS

The Registry of Deeds is a recording office and research library for land transactions in Nantucket County. Instruments recorded in this office include deeds, mortgages, easements, liens and subdivision plans. The public has access to all recorded land records dating back to 1659.

Our offices are located in the Town and County Building at 16 Broad Street. The recording office is open from 8:00 AM to 12:00 PM and from 1:00 PM to 3:45 PM. The two research offices are open from 8:00 AM to 4:00 PM.

Our statistical report for fiscal year 2015 is as follows:

- The total number of instruments recorded was 7,477
- The total revenues received and disbursed was \$5,039,040.14

Revenues disbursed to the County were as follows:

Recording fees and copies	\$184,278.87
Interest	62.11
Minus bank charges	(38.00)
Other monies	0
Deeds Excise Fund ¹	707,542.89
Total	\$891,845.87

Revenues disbursed to the state were as follows:

Deeds Excise ²	\$3,598,743.27
CPA Surcharge ³	138,140.00
Technology Fee ⁴	37,345.00
State Recording Fees ⁵	372,966.00
Total	\$4,147,194.27

Our total number of instruments recorded increased 1.45% from last fiscal year. Our total revenues from recording fees decreased 4% from last fiscal year. Our total revenues from Deeds Excise increased 5% from last fiscal year. (See superscript 2 below for definition of Deeds Excise).

¹As a result of the state takeover of the County sheriff's office, beginning January 1, 2010 the Deeds Excise Fund is 10.625 % of total deeds excise revenue, divided as follows: County General Fund receives 60% and Registry of Deeds receives 40%. An additional 30.552% of total deeds excise, up to \$250,000 per fiscal year, is collected and dedicated to pay down the debt of the Public Safety Facility.

²Deeds Excise is excise tax paid on the consideration of deeds and other instruments that transfer interest in property. As of January 1, 2010 the state Department of Revenue receives 89.365% and the County Deeds Excise Fund receives 10.625% (see above).

³The Massachusetts Community Preservation Act has both local and state funding components. A portion of the state funding is collected by the Registry of Deeds, and consists of a \$20 surcharge on filing fees. The state Department of Revenue receives these funds. These surcharges help pay for the acquisition, creation and preservation of open space for recreational use, the acquisition and preservation of historic places and the creation, preservation and support of community housing.

⁴Chapter 4 of the Acts of 2003 created the Technology Fund. The \$5 technology fee is charged on all filing fees. The state Department of Revenue receives this fee, which is to be used by the Registries for technology advances. The Technology Fund has been extended through June 30, 2016.

⁵Chapter 4 of the Acts of 2003 also raised the recording fees. The State Department of Revenue receives all the increased fees. These fees were generated to help raise revenue for the Commonwealth.

Accomplishments for fiscal year 2015 include the following:

- Implemented e-recording through Simplifile and CSC

Our goals for fiscal year 2016 are:

- Increase e-recording
- Extending the date of the Technology Fund through legislation

Our current staff consists of Register Jennifer H. Ferreira, Assistant Register Kimberly A. Cassano and Administrative Assistant Amanda Furtado.

Respectfully submitted,

Jennifer H. Ferreira
Register of Deeds

TOWN AND COUNTY BOARD/COMMITTEE/COMMISSION REPORTS

ABATEMENT ADVISORY COMMITTEE

The three-member Abatement Advisory Committee meets monthly during the year and as required by the Tax Assessor during the tax-billing season.

During the fiscal year 2015 the Committee was able to assist the Assessor in the timely review and disposition of 166 real property abatement applications.

Respectfully submitted,

Judith A. Moran
Chairwoman

ADVISORY COMMITTEE OF NON-VOTING TAXPAYERS

The purpose of the Advisory Committee of Non-Voting Taxpayers (ACNVT) is to convey to the Nantucket Board of Selectmen the concerns and recommendations of seasonal Nantucket residents who vote in other jurisdictions. 76% of the real estate taxes are paid by taxpayers with an off island address.

During FY 2015, five public meetings of the ACNVT were held beginning July 19, 2014 and the last June 27, 2015. During these meetings, the committee had the opportunity to hear from various former members of the Board of Selectmen, top officials of the Nantucket Cottage Hospital, and the Transportation Planner regarding issues facing the Town. The committee members brought to the meetings reports of issues raised by seasonal residents. For a two-way exchange directly between Town officials and seasonal residents, the ACNVT also co-sponsored (with the Nantucket Community Association) a seventh Summer Forum which was well attended.

The committee reviewed the following matters/issues brought to its attention:

- Reviewed plans for relocation of the hospital to Wyers Valley versus reconstruction on the Prospect Street site, pros and cons, and recommended its reconstruction to the Board of Selectmen
- Need for affordable housing to accommodate year-round and seasonal workforce, if not provided by employers, with total number of units fulfilling state's criteria to bar 40B developments
- Status of 'Sconset Bluff armoring
- Heard report and discussed status of Town plans for new bike paths and for improvements along Old South Road to accommodate foreseeable traffic increase and recommended these transportation initiatives to the Board of Selectmen

Respectfully submitted,

Justin Strauss
Chairman

AGRICULTURAL COMMISSION

Over the past year, the Nantucket Agricultural Commission has:

- Worked on and finalized recommendations to the Board of Health permit for the Keeping of Animals. Worked with the Board of Health and discussed our suggestions for changing the permit. After the Board of Health's public meeting on the permit changes, we discussed and heard from numerous members of the public on issues relating to animals. We have continued to meet with Officer Gale who is now proposing changes to the bylaw as well as the Town's nuisance bylaw. We have read her amendments and have made suggestions.
- We have looked at the Town's zoning concerning greenhouses.
- We met with Pete Westover from the Massachusetts Department of Agriculture. He travels around the state helping agricultural commissions to understand their roles and what other agricultural commissions are doing.
- Drafted a right to farm bylaw and submitted it as a citizen sponsored article for the 2016 Annual Town Meeting.
- Updated the Agricultural Commission's website to include pertinent links and changes to positions.

The Commission's goals for the coming year are to:

- Work with the Zoning Board on greenhouse zoning.
- We will update our recommended plan of work and pursue the items left.

Respectfully submitted,

John Kuszpa
Chairman

CAPITAL PROGRAM COMMITTEE

The basic purpose of the Capital Program Committee (CapCom) is to review all capital expenditure requests over \$50,000. CapCom's report provides the Board of Selectmen, the Finance Committee, Town Administration - and ultimately the taxpayer - with an independent review of the capital expenditure requests for the upcoming fiscal year. Last year, CapCom was pleased to introduce an expanded Capital Improvements Program (CIP) report to the budgeting process for FY 2015 and beyond. The FY 2016 report updated last year's first ten-year forward view of capital projects, debt service for bond financing, and the impact these expenditures might have on Nantucket's taxes and financial position. Additionally, a Capital Reserve Fund was approved at town meeting starting with \$1 million.

For 2016 general government, the CIP recommended \$70.341 million in General Fund capital items be approved. Capital for a new Elementary School (\$46.2 million), a new Fire Station (\$15 million), and design for a new Our Island Home (\$1 million) totaling \$62.2 million will be borrowed. The remaining capital items totaling \$8.092 million were suggested to be funded from: proceeds from real estate sales (\$3,853,000), prior year capital article appropriations (\$404,131), Free Cash (\$2,723,869), Hummock Pond Road Bike Path Gift Fund (\$120,000), capital from Operating Budget (\$690,000), and the Waterways Fund (\$350,000).

For the 9 years beyond 2016, the largest anticipated General Fund capital items total \$63.35 million:

- \$15 million - construction of a new Our Island Home
- \$7 million - demolition and construction, or renovation of 20 South Water Street
- \$3.6 million - construction of a replacement 2 Fairgrounds Road Town building
- \$3.25 million - new High School stadium and fields
- \$6.5 million - Phase 2 stormwater improvements
- \$3 million - design and construction of a replacement DPW garage
- \$17 million – potential General Fund portion for Madaket/Fishers Landing/Somerset sewer collection system

Additionally, the Sewer Enterprise Fund may impact General Fund capital for seven other Comprehensive Wastewater Management Plan (CWMP)-studied sewer projects, but prioritization, timing, and funding issues are still under consideration, so no capital projections were included in the General Fund 10-year capital plan.

The worst case projected impact on taxpayers for the debt service for capital borrowing for the Fire Station is \$4.61/hundred thousand (residential) and \$8.15/hundred thousand (commercial), and for the new School is \$15.81/hundred thousand (residential) and \$30.22/hundred thousand (commercial).

For 2016 Enterprise Funds, the CapCom recommended \$20,120,025 in capital spending for 2016: \$3,770,025 for the Airport, \$5.25 million for Wannacomet Water, \$1.95 million for Solid Waste and Recycling, and \$9.15 million for Sewer and Wastewater.

Respectfully submitted,

Phil Stambaugh
Chairman

CEMETERY COMMISSION

The purpose of the Nantucket Cemetery Commission is to:

1. Provide adequate space for the Town's burial needs.
2. Provide for the maintenance, in perpetuity, of the grounds and monuments in all of the cemeteries controlled by the Town of Nantucket.
3. Provide complete and accurate records of those buried in Town controlled cemeteries.
4. Develop record keeping procedures, systems, a lot and services price list, and regulations in order to assure the respectful committal of human remains on Nantucket.

The Cemetery Commission welcomed newly appointed member Scott McIver as FY 2015 began. The Commission received a request to change the name of the Colored Cemetery to the Historic Coloured Cemetery to better reflect the long historical background of the site. The Commission held a public hearing and voted to change the name. In addition, the Commission approved and oversaw the layout of three new

lots in the Historic Coloured Cemetery and communicated with the Hospital regarding access to the site as their plans for a new building progress.

The Commission continued work on refining the forms, procedures and systems necessary to record, and the account records to report income and expenses of sales of cemetery lots. Once the forms and systems were established we began lot sales at Polpis Cemetery, and the three lot sales at the Historic Coloured Cemetery. The Commission initially laid out 50 lots at Polpis and by fall of 2014 had sold 38. Forty-three additional lots were laid out as sales continued.

The search for additional lots at Newtown Cemetery continued. After conducting "poling" at several possible sites with uncertain results, the Commission decided to contact Harwich Cemetery to request their help with ground penetrating radar to locate possible burial sites at Newtown and possibly in other Town cemeteries. Winter weather hampered efforts to work with Harwich during FY 2015. The Commission will continue with efforts to bring the Harwich GPR equipment and personnel to the island. The Town is continuing work on the taking of the three lots on Sparks Avenue adjacent to Newtown Cemetery for future expansion and an improved entrance to this historic cemetery.

The Commission's Cemetery Improvement Plan made significant progress through visits to each of the Town cemeteries and compiling an assessment and list of maintenance work needed for each cemetery and a list of suggested longer-term improvements. The DPW Director/Cemetery Administrator reviewed the lists and much of the immediate work has been completed. Special note was made of the improvements at the Founders Burial Ground off Cliff Road and at Polpis Cemetery. Plans and priorities for the long-range improvements were developed.

The Commission voted to go forward with our project to create a clearer identification for each cemetery by replacing the painted wooden signs at cemetery entrances with local glacial erratics or boulders engraved with each cemetery's name. The Nantucket Conservation Foundation has generously donated seven boulders for this project. (The Miacomet Burial Ground and the Historic Coloured Cemetery already have boulders.) We will seek HDC approval.

Agendas, minutes, Cemetery Regulations and other documents appear on the Cemetery Commission page of the Town's website.

Respectfully submitted,

Allen B. Reinhard
Chairman

COMMISSION ON DISABILITY

The Nantucket Commission on Disability represents and advocates for the needs and interests of the disabled community living on or visiting Nantucket Island. It is the goal of this Commission for the disabled population to fully integrate and participate in the Nantucket Community. "Access for All" is the Commission's objective. The Commission worked to accomplish the following goals in the fiscal year 2015:

- Continued to work with the Town to improve access for disabled pedestrians on the sidewalks, crosswalks, and intersections throughout downtown and the surrounding areas.

- Continuation of the Disabled Parking Permit Program for disabled, Nantucket residents.
- Continue to communicate with Island businesses to raise accessibility awareness, and help them to improve access in their buildings.
- Work with the Building Department to ensure accessibility compliance of new and renovated commercial structures.
- Periodically provide information on services and products that may be helpful to the disabled, Nantucket population.
- Purchased portable ramps for disabled visitors to borrow while they are renting a Nantucket home. Most rental homes are not wheelchair accessible and these eight-foot, ten-foot, and threshold ramps allow disabled visitors to more easily access their Nantucket vacation home.

The Commission has set several priorities for fiscal year 2016. The Commission will continue to further the community's awareness of accessibility issues, and strive to improve day-to-day living for the disabled population on Nantucket. In addition to continuing our past objectives, the Commission hopes to accomplish the following:

- Continue to help educate the Island's building industry in regards to accessibility concerns.
- Work with the Island's preservation groups to create more outdoor, accessible recreational areas.
- Create a directory of scenic areas where people can drive and park and enjoy the natural beauty of Nantucket from their vehicle.

Respectively submitted,

Milton C. Rowland
Chairman

COMMUNITY PRESERVATION COMMITTEE

In September 2000, the Commonwealth of Massachusetts enacted the Massachusetts Community Preservation Act (CPA). The CPA is the enabling statute that provides the authority for communities to establish a local Community Preservation Fund that derives its revenue primarily from a surcharge of up to 3% of the community's local property tax. In April 2001, Nantucket became one of the first communities to adopt this Act. This landmark statute provides cities and towns with an additional tool to preserve open space, preserve historic buildings and sites and provide affordable housing. At least 30% of the annual receipts are dedicated with 10% going to each category and the remaining 70% dedicated for one or more of these purposes in accordance with local priorities. The Act also establishes a statewide Community Preservation Trust Fund drawn from a surcharge of \$20 on most filings at the Registry of Deeds and land filings at the Land Court. These surcharges provide matching funds to communities and increase the dollars that can be spent on community preservation.

The Nantucket Community Preservation Committee makes recommendations to town meeting for the acquisition, creation and preservation of open space, the acquisition and preservation of historic resources, the creation, preservation and support of affordable housing for the community, the rehabilitation or restoration of such open space, historic resources, land for recreational use and community housing that is acquired or created. Since inception, more than \$30 million in CPA funding has been awarded to various Nantucket initiatives which have fallen more or less equally within the three areas of focus of the CPA as

follows: 37% for affordable housing, 35.6% for historic preservation and 24% for open space and recreation. 3.4% was used for administration purposes.

In fiscal year 2015, the CPC reviewed, assessed and ranked 15 applications for CPA funding for fiscal year 2016. Funding for 15 projects, totaling \$2,878,177 was approved by the citizens of Nantucket at the 2015 Annual Town meeting as follows:

Purpose	Amount
<u>Historic Preservation</u>	
The Coffin School Trustees Continuing preservation of the Brick Facade of the historic Sir Isaac Coffin School	\$140,640
South Church Preservation Fund Restoration of the roof of the Unitarian Meeting House	\$250,000
First Congregational Church of Nantucket Restoration of designated elements of the Summer Church	\$150,000
Nantucket Historical Association Restoration of Old goal, supplemental stabilization project	\$42,500
Nantucket Islands Land Bank Second phase of 'Sconset Golf course clubhouse restoration	\$50,000
Museum of African American History Third phase of restoration of foundations, out buildings and handicap accessibility	\$188,615
Hospital thrift Shop Restoration of structural frame, central chimney, exterior shingles and drainage systems	\$115,000
Preservation Institute Nantucket Envision Nantucket, 3D Laser scanning of heritage resources, Phase 2	\$81,422
Sub-total	\$1,018,177
All of the funds to be used in this category are from the Community Preservation surcharge and the State matching funds.	
<u>Community Housing</u>	
Nantucket Interfaith Council Housing and rental assistance program	\$130,000
Habitat for Humanity Nantucket Inc. Construct houses at Ticcoma Way and at Sachem's Path	\$250,000
Housing Assistance Corporation Funding to complete Phase 1 Sachem's Path, infrastructure Implementation and partial funding of Phase 2 of the infrastructure	\$765,000

Housing Nantucket Phase one of four community rental housing units at Surfside Road	\$300,000
<u>Sub-total</u>	\$1,445,000
\$209,999 of the funds utilized for this category are from the Reserve for Community Housing with the balance of the funds to be used in this category from the Community Preservation surcharge and the State matching funds.	
<u>Open Space Conservation/Recreation</u>	
Town of Nantucket Funds to pay the interest and principal in the third year of the Bond authorized at the 2012 Nantucket Town Meeting for the creation of an artificial turf playing field at Nobadeer Farm Road.	\$125,000
Sustainable Nantucket Funds for the creation of a two acre community farm institute on Land Bank property on Hummock Pond road	\$33,500
Designated Reserves for Open Space Allocation to Open Space Reserves for future use	\$131,500
<u>Sub-total</u>	\$290,000
All of the funds to be used in this category are from the Community Preservation surcharge and the State matching funds.	
<u>Administrative</u>	
Community Preservation Committee Administrative and operating expenses	\$125,000
<u>Sub-total</u>	\$125,000
\$10,000 of the funds utilized for this category are from interest income with the balance of the funds to be used in this category from the Community Preservation surcharge and the State matching funds.	
<u>TOTAL</u>	\$2,878,177

By the time this report is printed, many of the above projects will be on their way to completion. Many more projects beckon in the future to preserve our precious community.

The Community Preservation Act continues to offer a unique opportunity to fund community projects that would probably never be realized or take several years and significant financial burdens to complete.

Respectfully submitted,

Ken Beaugrand
Chairman

NANTUCKET CULTURAL COUNCIL

In November, 2014 the Nantucket Cultural Council Awarded \$ 6,163 in grants to the following local organizations:

- Small Friends - for Music and Movement with Marjorie Trott - \$100
- Nantucket Film Festival - for Teen Vox program - \$100
- Walden Chamber Players - for ACK Music Residency Program - \$500
- Artist Association of Nantucket - for senior citizen art classes and exhibit - \$500
- The Theatre Workshop of Nantucket - for the 2015 season - \$500
- White Heron Theatre Company - for School to Theatre Program - \$500
- Linda Loring Nature Foundation - for the Nature Phenology Trail - \$663
- Nantucket Historical Association - for the NHA Diversity Festival - \$400
- Nantucket Dreamland Foundation - for Willy Wonka Kids - \$700
- Nantucket Community Music Center - for free senior lessons and CD collaboration - \$500
- Nantucket Arts Council - for the winter/spring concert series and Arts Festival - \$500
- Fat Rat Records - for the production of the 2015 Cultural Council Holiday Album - \$700
- Nantucket Atheneum – for One Book One Island - \$500

This year's goals include:

1. Programming - our goal for the year was to create free and or low cost and/or subsidized programming in all disciplines to propagate the arts. This was done with a focus on exposing every demographic and population and celebrating every season on the island to ensure arts and cultural immersion for all.
2. Funding - we wanted to create a vehicle to raise additional funds as our funding is being cut at the state level for 2015 and beyond. We decided to produce a holiday CD that would involve and advance the cultural community, while raising funds for the council.

We were able to accomplish our goals by enabling thirteen different organizations to derive funding to create programming with the goal of no cost for exposure for participants and attendee's, by breaking down the financial barriers associated with arts offerings to maximize exposure. Additionally our Chair, Jordana Fleischut met with each organization to ensure support and guidance to where the funding was being applied to ensure the most exposure possible for the community. The Cultural Council's holiday CD will be recorded this October at the Nantucket Community Music Center, utilizing the cultural community and be out for sale in late November at island nonprofits and businesses. We look forward to this opportunity to help raise additional funds to grow the arts and humanities on Nantucket.

Respectfully submitted,

Jordana Fleischut
Chairman

FINANCE COMMITTEE

The primary responsibility of the Finance Committee, pursuant to the Town Charter, is to provide recommendations to town meeting on the current and next fiscal year budgets and all warrant articles. The budget is a culmination of a year-round process developed and administered by Town Administration and presented to the Board of Selectmen and Finance Committee for review and recommendations. The committee consists of nine members from various walks of life appointed by the Board of Selectmen to three-year terms. Though the committee functions in synergy with Town Administration, Town departments, local boards and commissions and the Board of Selectmen, ultimately the goal of the committee is to make recommendations that are in the best interest of the community at-large, with an emphasis on equity and responsibility to the tax payers and residents. The committee meets in open session throughout the year and encourages public participation throughout the process.

Municipal services are partially funded from local revenue collected - primarily property taxes. This revenue provides Nantucket's citizens with education, protection, safety, health, and infrastructure to enrich our lives and maintain high standards as a community, in addition to providing for the needs of a premium resort destination. In addition, our local government provides year-round services normally found in cities or regions impacted by seasonal peak populations, including trash processing, sewer services, water distribution, public safety, visitor services, and airport services. Being that Nantucket is 26 miles out at sea, it has to be self sufficient in providing these services. This provides a unique challenge that sets Nantucket aside from most other municipalities in the Commonwealth.

The committee reviews all aspects of personnel compensation. This year the issues of longevity pay and retirement benefits have been discussed in response to citizen sponsored warrant articles. Specifically, the committee encourages the continued examination of longevity pay by the Board of Selectmen and Town Administration as a way of controlling costs in the future. Also, the committee recommends that the overall compensation strategy be developed for retirement benefits to compare with other public entities and the private sector.

This year, the committee recommended an appropriation of \$500,000 be deposited into a trust fund for the purposes of continuing funding for Other Post-Employment Benefits for future financial planning purposes. The committee advocates long-term financial planning in this area and this appropriation is a continued movement towards meeting the Town's obligations for the future.

Nantucket has been fortunate to maintain current levels of service in recent tight economic times and has made prudent adjustments to control costs. However, Town government does not operate in a vacuum. Each year the cost of these services has experienced pressure to increase while local growth and other revenues remained stagnant or has decreased. The challenge going forward is to establish equilibrium to provide a level of service and maintain costs without increasing taxes over the allowable 2.5% increase allowed every year. The Finance Committee works diligently to evaluate these financial stresses and make its recommendations, while maintaining this delicate balance.

The committee would like to express its gratitude to Town Administration, led by Town Manager Libby Gibson, and the Finance Department, under the leadership of Brian E Turbitt, for their valuable contributions throughout the budget development and town meeting preparation processes.

The goal for presenting the fiscal year 2016 budget, as directed by the Board of Selectmen, is to “live within projected revenue”. Overall expenditures in the General Fund are projected to increase by 6.05%, driven mostly by insurance cost, operational increases and salary increases. Personnel costs including salaries, medical insurance, workers compensation, unemployment, laborers union pension, and retirement comprise 72.13% of the General Fund operating budget. In FY 2016, salary expenses for the Town, School, and Community School are projected to increase by 5.34%. The Solid Waste and Our Island Home Enterprise Funds are projected to continue to require General Fund subsidies in FY 2016. The Solid Waste Enterprise Fund subsidy has been voted twice via overrides in 1999 and 2006 and remains supplemented by the General Fund in FY 2015 with projected increases of 2.35%. The Our Island Home Enterprise Fund subsidy from the General Fund is projected to increase by 1.21%, while the subsidy to the Airport Enterprise Funds has been eliminated in FY 2015.

Municipal Operating Budget

The proposed Town of Nantucket municipal operating budget for FY 2016, including Enterprise Funds, is \$108,867,911. The FY 2016 municipal operating budget has increased \$6,138,574 or 5.98% over FY 2015, primarily due to increases in insurance and debt service costs. A notable increase is the \$1,185,000 increase in the insurance category in the General Fund, predominately due to rising health insurance costs. Debt service in the Wannacomet Water Fund is increasing \$381,895, with salaries and operating costs being the main increase drives in the Enterprise Fund budgets. The General Fund School FY 2016 budget is \$25,436,642, a \$1,020,184 or a 4.18% increase over FY 2015.

This year’s municipal budget includes the following projections:

- 2.5% Increase in real estate and personal property tax revenue
- 1.26% Decrease in allowance for abatements during FY 2016
- 0.00% State Aid was budget at no change from the FY 2015 actual
- 7.08% Increase in personnel costs (salaries, health insurance, retirement)
- 10.00% General (non-health) insurance increase

Municipal Operating Budget Categories	FY 2015 Budget	FY 2016 Recommended Budget	\$ Change From Last Year	% Change From Last Year
General Fund				
General Government	\$6,469,674	\$7,150,721	\$681,047	10.53%
Safety & Protection	\$7,847,568	\$8,439,598	\$592,030	7.54%
Marine & Coastal Resources	\$783,095	\$773,275	\$(9,820)	-1.25%
Maintenance	\$3,568,311	\$4,061,546	\$493,235	13.82%
Human Services	\$427,205	\$424,290	\$(2,915)	-.68%
Culture & Recreation	\$1,033,893	\$1,120,784	\$86,891	8.40%
Contractual Obligations	\$467,855	\$442,655	\$(25,200)	-5.39%
Education	\$24,416,458	\$25,436,642	\$1,020,184	4.18%

Debt Service	\$7,421,391	\$7,255,057	\$(166,334)	-2.24%
Insurances	\$11,476,000	\$12,823,000	\$1,347,000	11.74%
Assessments	\$3,420,000	\$3,567,165	\$147,165	4.30%
Subtotal General Fund	\$67,331,450	\$71,404,733	\$4,073,283	6.05%
Enterprise Fund Departments				
Nantucket Memorial Airport	\$8,242,550	\$8,698,746	\$456,196	5.53%
Our Island Home	\$7,145,825	\$7,430,828	\$285,000	3.99%
Sewer	\$6,486,748	\$6,793,104	\$306,356	4.72%
Siasconset Water	\$1,079,750	\$1,079,905	\$155	.01%
Solid Waste	\$7,838,714	\$8,236,487	\$397,773	5.07%
Wannacomet Water	\$4,604,300	\$5,224,108	\$619,808	13.46%
Subtotal Enterprise Funds	\$35,397,887	\$37,463,178	\$2,065,291	5.83%
TOTAL MUNICIPAL OPERATING BUDGET	\$102,729,337	\$108,867,911	\$6,138,574	5.98%

The Finance Committee recommends a municipal operating budget for FY 2016 in the amount of \$108,867,911. The recommended budget represents a \$6,138,574 which is an increase of 5.98% over the FY 2015 operating budget (\$102,729,337).

FY 2016 RECOMMENDED BUDGET HIGHLIGHTS

General Fund

Revenues in FY 2015 are expected to increase from \$78,259,791 to \$81,816,360, a 4.55% increase over FY 2015. Currently, 84.7% of total projected General Fund revenues in FY 2016 are derived from property and personal taxes. Our local property tax revenues increase annually by 2.5%, in accordance with the legal limitations of Proposition 2 1/2. This amount is based on a FY 2016 assessed property valuation of \$20,544,013,596. Nantucket's assessed property valuation is a good indicator of the way our community has weathered the recession and still continues to improve its valuation, while other communities in the Commonwealth are still experiencing the impacts of depressed property values.

State revenues are projected to continue to remain level FY 2016 at \$2,341,711. Due to FY 2016 being a real estate and personal property revaluation year, we anticipate we will continue to see a request for abatements, past experience has allowed us to decrease the amount anticipated in FY16 by 1.26%.

Local revenues, which include excise taxes, license and permit revenues, as well as fees and rentals for different services, are currently projected to increase negligibly by less than a percentage point.

Payroll expenses which include salaries, health insurance, and retirement, continue to represent the largest part of our expense projections in accordance with being a service driven organization. For FY 2016, personnel related expenses represent 72.13% of the total General Fund projected budget. There has

been a Town-wide consolidation effort, most recently at Planning and Land Use Services (PLUS) that has proven very successful in eliminating redundancies, while also meant to improve service quality by clustering related services in single locations. These consolidations have required increased flexibility and cooperation between employees of previously separate departments, but it is our belief that in the long run we are better served as a community and tax payers by a more consolidated and focused government, the trend is expected to continue in the near future. Going forward the committee realizes that municipal services do not operate in a vacuum and that additional personnel are necessary to continue to provide the services of a world class destination.

Operating expenses are projected to increase by 4.50% in FY 2016 over FY 2015, a direct result of the aforementioned consolidations, where currently departments share costs of utilities and office supplies that previously burdened separate budgets. On the other hand, this increase emphasizes what has been a long-standing concern of the Finance Committee that several Town-owned buildings and equipment are in need of repair and in some cases, renovations or replacement. As a result, there has been an increased focus to better fund and manage repair and maintenance to avoid such issues in the future, where major capital outlays may be needed.

Debt service expense as a whole is projected to decrease by 2.24%. The policy goal for the Town of Nantucket is for debt service to be at or below 12% of the total municipal operating budget and as it currently stands, the General Fund debt service is at 10.16% of the total General Fund operating budget.

Capital Expense: The Town of Nantucket's infrastructure requires significant financing to keep it from deteriorating, as already mentioned in this report. To keep up with the growing needs of our expanding community, we, as a Finance Committee, face the delicate task of balancing different needs and prioritizing capital projects. For FY 2015, we are recommending \$9,092,000 of spending, an 80.27% increase, compared to \$5,031,000 in FY 2014. Of the \$9,092,000 capital appropriation, \$2,725,669 is projected to come from Free Cash, \$3,953,000 from the Sale of Real Estate account, \$350,000 from the Waterways Improvement Fund, \$253,331 is projected to come from re-appropriation of prior years completed capital articles, \$120,000 from the Hummock Pond Bike Path Gift Account, \$1,000,000 authorized to be borrowed, and \$690,000 from the FY 2015 tax levy and other general revenues of the Town.

Enterprise Funds

Revenue forecasts for enterprise funds, across the Commonwealth, have been closely scrutinized by the Department of Revenue (DOR). Guidelines that have been issued by the DOR have indicated "the bureau will not allow estimated revenue (increases) for user charges based upon the government's intent alone to raise the charges in the future. These charges must be raised before the tax rate recap is submitted for tax rate certification to the Bureau (in the fall). When revenues are estimated based upon consumption alone, the Bureau will continue to require reasonable supporting documentation for this claim." (Source: DOR Bulletin 2012-02B). For fiscal year 2016, the enterprise funds projecting an increase are the Airport, Solid Waste and Wannacomet Water Company.

Operating expenses as a whole expenditures, including payroll and debt service are expected to increase by \$2,065,291 or 5.83% from FY 2015. The increase is attributed to debt service increasing in the Wannacomet Water Enterprise Fund in the amount of \$381,895, increased disposal costs for the Solid Waste Fund in the amount of \$397,773. The remainders of the increases are normal salary and operating increases.

Debt Service Expense: The policy goal for the Town of Nantucket is for debt service to be at or below 12% of the total municipal operating budget and as it currently stands, the enterprise funds are at 25.99% of the total enterprise fund operating budget. Debt service in the enterprise funds is projected to be 14.03% for the Airport, 80.73% for Siasconset Water, 57.35% for Sewer, and 70.67% for Wannacomet Water. It is important to note, Our Island Home currently does not have expenses related to debt service and the Solid Waste Enterprise Fund debt service is less than 1% of its operating budget.

Capital Expense: For FY 2016, we are recommending \$20,120,000 of spending, a 184.22% increase, compared to \$7,074,000 in FY 2015. The majority of this increase is related to the Surfside Wastewater Treatment Plan modifications, which total \$8,800,000, as well as the new administration building planned for the Wannacomet Water Company, in the amount of \$3,500,000. Of the \$20,120,000 capital appropriation, \$18,820,000 is projected to come from new borrowing, \$ 550,217 is projected to come from retained earnings in Sewer and Solid Waste, \$49,783 is to be transferred from prior articles in the Sewer Fund, and \$700,000 from the FY 2016 tax levy and other general revenues of the Town for the landfill mining item.

LOOKING FORWARD

While we continue to be cautiously optimistic, as Nantucket shakes off the residual effects of the prolonged recession, we approached our FY 2016 budget's process by exercising fiscal restraint in a conscious attempt to balance our Town's needs in a responsible and sustainable way. We will continue to work together with various boards and committees, as well as Town departments and Administration alike, to ensure taxpayers' interests remain at the forefront and the quality of services provided remains at a high level. We are committed to working collaboratively with the Board of Selectmen, Airport Commission and Water Commissions to identify potential solutions to address the Town's unfunded future liabilities such as health insurance and pension plans. We, as a committee, feel confident that the FY 2016 budget we are recommending will allow Nantucket to continue to provide services that are both beneficial to island residents, but also maintain and improve the island's image as a top destination for summer recreation.

Note: Fiscal Year 2016 figures contained within the report are subject to change based upon technical amendments presented at the 2015 Annual Town Meeting.

Respectfully submitted,

James R. Kelly
Chairman

HARBOR AND SHELLFISH ADVISORY BOARD

Established in 1976 by an act of the Massachusetts Legislature, the Harbor and Shellfish Advisory Board (SHAB) is a seven-member elected board whose mission is to make recommendations to the Nantucket Board of Selectman of persons to be appointed to the position of Harbormaster and Shellfish Warden. The Board shall recommend and advise the Selectmen concerning the duties and responsibilities of the Harbormaster and Shellfish Warden and the Board shall have other duties and responsibilities as may be necessary for the proper use and management of the water and shellfish of the Town of Nantucket.

During FY 2015, SHAB, with the help of voters, succeeded with its recommendation to the Board of Selectmen (BOS) for the hiring of a water quality specialist to refill the town biologist position. SHAB appointed SHAB member Dr. Peter Boyce to assist with the hiring/applicant interview process. SHAB also began its review of the Town's Chapter 250 Harbors and Town Pier Regulations for possible revisions. From this ongoing review came the recommendation to the Selectmen that transient dockage fees at the end of the Town Pier for commercial fishing vessels be reset at an annual fee of \$25/foot provided the fee is paid by Jan. 30. At the April 22, 2015 BOS public hearing on this recommendation, the Selectmen adopted the recommendation, amending it to include cap of \$100 per foot for all commercial vessels using the end of the Town Pier.

During the particularly cold and stormy winter of 2014/2015, SHAB, as a result of many commercial scalloping days lost to inclement weather, adopted an internal policy to quickly expedite compensation. SHAB unanimously agreed that after five days had been lost to bad weather that it would then discuss possible remedies such as recommending that the BOS allow the taking of an extra bushel or bushels of scallops or other such methods of making up for lost fishing days.

SHAB ended its pursuit of immunity from the state's conflict of interest laws pertaining to members of shellfish boards and informed the BOS that SHAB wished to remain an entirely elected board. It also continued to support the eight commercial oyster operations in the harbors, the shellfish propagation of the Natural Resources Department and the Town's Shellfish Biologist, Tara Anne Riley, and Assistant Biologist Leah Cabral's oyster shell recycling program.

SHAB supported efforts to renovate the Brant Point marine lab and hatchery, the 2015 aerial eelgrass mapping, and the Selectmen's closing of Hussey Shoal to anchoring and mooring.

SHAB also recommended the funding of the Sealegs amphibious rescue boat for Nantucket Harbormaster Sheila Lucey and aided the Natural Resources Department in its attempts to activate the Shellfish Management Plan Implementation Committee.

Respectfully submitted,

Peter B. Brace
Chairman

ROADS AND RIGHT OF WAY COMMITTEE

The Roads and Right of Way Committee's purpose is to review any issues concerning the status of access over public and private roads, rights of way, abutters ways, proprietors roads, footpaths and any other ways throughout Nantucket County, and to make recommendations to the Board of Selectmen and County Commissioners to ensure and improve public access over them.

Our vision is to preserve access to Nantucket's public and private lands, including our harbors, coastline, ponds, moors, conservation lands and historical sites. Public access is one of the greatest gifts the Town of Nantucket can protect for our current and future citizens.

FY 2015 began with discussion of how best to move forward the Committee's First Way Improvement project, and to begin by clearing and creating a path alongside the road. The purpose is to provide safe passage for the many school children that use First Way to access the school campus, ball fields and skate park. The Committee worked with the DPW, Town and school administration and the planning department to move this project ahead.

Roadway takings of Boulevard and portions of ways for the in-town bike route and other roadways were also moved toward completion as well as a review of "yard sale" pieces to identify possible footpath connections. Work is also continuing on our project to identify publically accessible portions of the Nantucket Railroad bed leading to Surfside and to Sconset. The Committee also reviewed plans for footpaths in Mill Hill Park with the Transportation Planner and the Town Engineer. Our Prospect Street Sidewalk project was brought to the Capital Committee for funding and is moving closer to construction. We are also working with the Transportation Planner and the Town on ways to safely connect the Surfside, Hummock Pond and Madaket bike paths. This would address the safety problem that exists, as pedestrians must walk in the roadway along Quaker Road past the Friends Burial Ground.

The Committee developed our Sidewalk Survey project and surveyed the condition of all the sidewalks in Nantucket town. The survey covered sidewalks on both sides of streets by house number and rated them on a five-point scale from dirt path along the roadway to broad, even brick sidewalk. We also rated handicap accessibility, surface material, and special conditions and noted where parking on sidewalks is allowed. This data was compiled into alphabetical listings by street, and by condition. Map data was created and a plan for reconstructing sidewalks is being developed. Our findings, recommendations and plan for improvement will be presented to the Selectmen and Town Administration in FY 2016.

Our committee worked with the DPW to create a new Town policy to deal with encroachments on public ways including streets, sidewalks and other public property. The new Encroachment Policy was adopted this year and will be implemented by the DPW including a public awareness and education component. The new policy includes the implementation of recommendations from the Traffic Safety Committee and our own Downtown Sidewalk Survey.

We continued to follow up on access, signage and maintenance of the Sconset Footpath and the taking of ways to the beach along Hulbert Avenue. We will begin working with the DPW Director to update our recommendations for the Potential Takings List and developing a long-range capital plan.

Minutes of our meetings, the Right of Way Improvement Plan, "A History of Roads and Ways . . ." and other reports and information can be found on the Town's website at <http://www.nantucket-ma.gov/447/Roads-and-Right-of-Way-Committee>. Our meetings are open to the public and usually held on the third Tuesday of each month at 2 Fairgrounds Road at 4:00 PM.

Respectfully submitted,

Allen B. Reinhard
Chairman

SCHOLARSHIP COMMITTEE

The Town of Nantucket Scholarship Fund is funded by many generous taxpayers who contribute to the fund. Typically the fund receives between \$7,000 and \$12,000, annually. The number and amount of awards are based on funds received in a fiscal year. There are many well qualified and deserving candidates, and a difficult decision must be made as to whom the funds will be awarded to.

For the fourth year in a row, we have the good fortune to receive very generous donations from the Nantucket Triathlon LLC which enabled the committee to award more and larger scholarships.

The Committee would like to thank all the donors who contributed to the Town of Nantucket Scholarship Fund and made these scholarships possible. Donations to the fund may be made at any time through the Tax Collector's Office and the Committee would encourage all to participate.

The following scholarships were awarded with fiscal year 2015 funding:

DuVaughn Beckford	University of Massachusetts Amherst	\$2,000
Ariana Costakes	Columbia University	\$2,000
Kristie Flaherty	University of Massachusetts Boston	\$2,000
Gabrielle LaFavre	Carnegie Mellon University	\$2,000
Drew Moore	New York University	\$2,000
Alexander Woodley	Massachusetts Maritime Academy	\$2,000
Camilla Woodley	Stonehill College	\$2,000
Amelia Ames	Barnard College	\$1,000
Antoinette Beckford	The Culinary Institute of America	\$1,000
Mary Jean Caro	Manhattanville College	\$1,000
Alexisse Clinger	Salve Regina University	\$1,000
Ashley Clinger	Johnson & Wales University	\$1,000
Kaitlyn Clinger	Salve Regina University	\$1,000
Megan Cranston	Xavier University	\$1,000
Parin Darden	Mount Ida College	\$1,000
Samantha Freed	University of Massachusetts Amherst	\$1,000
Samantha Gray	University of Massachusetts Amherst	\$1,000
Jonathan Holdgate	Massachusetts Maritime Academy	\$1,000
Kylie Maguire	Wheelock College	\$1,000
Nikolay Nakov	University of Massachusetts Amherst	\$1,000
Dylan Perry	Stonehill College	\$1,000
Morgan Perry	Curry College	\$1,000
Eliza Steadman	Endicott College	\$1,000
Charlotte Tallman	Sacred Heart University	\$1,000
Morgan Tornovish	University of New England	\$1,000
Joelle Viera	University of New Hampshire	\$1,000
Cooper Voigt	Drexel University	\$1,000
Julia Wendelken	University of Massachusetts Amherst	\$1,000

Jonathan Holdgate (Thomas F. Curley Scholarship)	Massachusetts Maritime Academy	\$1,000
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Respectfully submitted,

Jeanne C. Miller
Chairman



COMPENSATION REPORTS

The following amounts represent gross compensation for full and part-time employees of the Town and County for calendar year 2015. The figures include regular pay and gross income. Certification pay, educational benefits, longevity, overtime, holidays worked, fire call and ambulance/EMT pay, stipends and merit pay have been separated out. Third party detail has also been separated out and is paid by a third party, not the Town.

EMPLOYEE NAME	DEPT	REGULAR		CERTIFICATION			HOLIDAY	3rd PARTY	FIRE CALL	STIPEND	WWCO	OTHER
		GROSS WAGE	WAGE	EDUCATION	LONGEVITY	OVERTIME	WORKED	DETAIL	AMB EMT	COACHING	MERIT PAY	PAY*
CALLAHAN, DAVID	AAB	600	600									
MCLAUGHLIN, JOSEPH	AAB	600	600									
MORAN, JUDITH	AAB	600	600									
AGUIAR, HALSEY	AIRPORT	8,193	6,152			1,590						451
AGUIAR, MATTHEW	AIRPORT	74,244	69,372			3,215			833			825
ALLEN, GARRETT	AIRPORT	96,949	80,667		3,285	10,144	453					2,400
ALLEN, MICHELLE	AIRPORT	2,400	2,400									
BUCKLEY, BLAINE	AIRPORT	107,267	91,938		3,669	8,659	2,714					286
BURKE, GEOVANNE	AIRPORT	9,956	9,101			291						565
CROOKS, DEBRA	AIRPORT	99,856	92,653		3,690	3,513						
DAVIS, JOHN	AIRPORT	20,322	19,107				1,214					
DEPASS, BRYAN	AIRPORT	9,455	8,241			686						529
DUGAN, JOHN	AIRPORT	66,345	62,608			3,186	22		158			371
EDWARDS, BASIL	AIRPORT	1,884	1,884									
FALCONER, ADDISON	AIRPORT	84,830	72,286			8,229	3,394					921
FERGUSON, KADEEM	AIRPORT	10,410	9,708			702						
FIELDER, CODY	AIRPORT	10,281	7,304			2,418						559
FOWLER, PETER	AIRPORT	81,916	74,580		2,983	3,491						861
GRANGRADE, JOHN	AIRPORT	113,665	97,755		4,854	8,131	362		540	1,873		150
HANNIFORD, SHANTEL	AIRPORT	5,184	4,694			230						261
HANSON, LARA	AIRPORT	50,752	46,811			2,190	1,751					
HARIMON, PRESTON	AIRPORT	126,345	97,644		2,882	18,551	5,238			1,821		211
HEINTZ, LEISA	AIRPORT	87,662	78,678		3,164	3,338	1,973					510
HOLDGATE, ROBERT	AIRPORT	84,831	76,346		2,277	5,236						972
JIMENEZ, CLAUDIO	AIRPORT	7,410	7,056			354						
JOHNSON, CLEMENT	AIRPORT	51,646	47,395			2,259	1,280					712
KARBERG, NOAH	AIRPORT	77,250	77,250									
KNAPP, BENJAMIN	AIRPORT	3,260	2,936			324						
LIBURD, LEONARD	AIRPORT	84,643	75,428		2,961	2,116	4,137					
MCKELLOP, SHANNRE	AIRPORT	11,723	11,060									662
MIKHAILAU, MIKHAIL	AIRPORT	11,479	8,080			2,832						567
MOONEY, TIMOTHY	AIRPORT	98,644	79,588		2,340	11,592	5,093					31
MORLE, ENWRIGHT	AIRPORT	5,922	5,592			330						
MUHLER, TED	AIRPORT	82,673	76,283		3,000	79	3,311					
NELSON, SHANROY	AIRPORT	62,917	57,935			2,335	2,232					414

*Other pay is retro, FLSA or required accrual pay.

EMPLOYEE NAME	DEPT	REGULAR		CERTIFICATION			HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
		GROSS WAGE	WAGE	EDUCATION	LONGEVITY	OVERTIME						
NORMAN, DAREINY	AIRPORT	9,892	9,148			744						
O'NEIL, MICHAEL	AIRPORT	90,636	76,451		3,209	6,000			808			4,167
PARTIDA, JORENE	AIRPORT	67,274	65,056		1,987	230						
PATERSON, ANGELA	AIRPORT	7,679	7,285			30						364
PEREZ, WILMA	AIRPORT	58,869	49,662			3,415	3,306					2,486
PINEDA, NOE	AIRPORT	80,834	74,682		2,193	1,561	2,398					
RAAB, DREW	AIRPORT	12,433	11,732									702
RAFTER, THOMAS	AIRPORT	156,389	156,389									
RAY, LAWRENCE	AIRPORT	82,736	75,858		2,215	4,461			203			
RODRIGUEZ, JOHANN	AIRPORT	7,983	7,512									471
RODRIGUEZ, KOCHÉ	AIRPORT	38,183	36,263			827	1,093					
SANDBURY, JAMIE	AIRPORT	79,927	78,327									1,600
SMITH, RASHEED	AIRPORT	13,221	12,392			115						714
SPENCE, DURAND	AIRPORT	66,805	57,645			6,097	2,463					600
SPENCE, NOLAN	AIRPORT	68,303	58,959			6,507	2,568					269
SYLVIA, DAVID	AIRPORT	121,037	115,226		5,812							
TALLMAN, ROBERT	AIRPORT	106,562	103,432		3,130							
TORRES, JANINE	AIRPORT	106,948	103,919		3,029							
TRUE, LINDA	AIRPORT	45,427	45,347									80
WELLINGTON, FREDERICK	AIRPORT	100,036	76,292		2,242	16,665	2,995					1,843
WELLINGTON, KRYSTAL	AIRPORT	19,025	17,792			108						1,125
WIFF, LYDIA	AIRPORT	8,599	7,792			300						507
WILLIAMS, MAE	AIRPORT	52,100	51,200			900						
WRAY, NORRIS	AIRPORT	19,589	16,642			2,000						946
ATHERTON, JOHN	BOS	4,000	4,000									
DECOSTA, ROBERT	BOS	4,500	4,500									
FEE, MATTHEW	BOS	3,500	3,500									
GLIDDEN, TOBIAS	BOS	3,500	3,500									
HILL-HOLDGATE, DAWN	BOS	2,333	2,333									
MILLER, BRUCE	BOS	1,167	1,167									
MCDONOUGH, BRENDA	COD	7,164	7,164									
RICHEN, NEVILLE	CPC	26,580	26,580									
STOKES-SCARLETT, GLENA	CPC	45,500	45,500									
ALLEN, DENESE	DPW	65,278	64,409			868						
APTHORP, KENNETH	DPW	72,191	60,983			11,143						65
BATCHELDER, HARTLEY	DPW	102,779	74,079		2,141	26,558						
BERARD, PAUL	DPW	77,434	69,071			8,363						
BOLANOS, JOSE	DPW	36,151	35,180			971						
BOUCHER, PAUL	DPW	91,266	72,591		2,864	15,811						
BRAGINTON-SMITH, JOHN	DPW	81,839	73,992		4,233	3,614						
BUZANOSKI, KARA	DPW	124,687	124,639									48
CHATTI-FILHO, JOSE	DPW	74,339	62,724			11,615						
CLARKE, RYAN	DPW	37,828	36,094			1,734						
CLARKSON, PAUL	DPW	89,711	75,506		2,219	11,987						
DOYLE, OSAGIE	DPW	52,472	48,802			3,670						

*Other pay is retro, FLSA or required accrual pay.

EMPLOYEE NAME	DEPT	REGULAR		CERTIFICATION		HOLIDAY	3rd PARTY	FIRE CALL	STIPEND	WWCO	OTHER
		GROSS WAGE	WAGE	EDUCATION	LONGEVITY						
DRISCOLL, CAROL	DPW	19,533	19,533								
DUARTE, DOMINIC	DPW	85,627	72,793		3,604	9,230					
EGAN, MICHAEL	DPW	69,525	61,665			7,860					
GARY, WILLIAM	DPW	75,241	71,854		3,386						
GENAO, SILVIO	DPW	102,104	102,104								
GRANT, DELROY	DPW	49,076	49,076								
HAMMOND, KENNETH	DPW	69,229	62,176		3,021	4,032					
HODGE, KAI	DPW	62,265	59,901			2,364					
KANE, AARON	DPW	20,746	19,334			557					855
KEBBATI, LORA	DPW	17,823	17,823								
KESTER, LARRY	DPW	96,462	96,462								
MARKS, TRISTRAM	DPW	64,089	57,984		2,227	3,878					
MCCOLL, PETER	DPW	59,231	51,688			7,469					74
MOORE, RICHARD	DPW	107,669	83,907			23,762					
PERRY, RICHARD	DPW	60,669	56,310			4,360					
SMITH, GARCIO	DPW	26,370	24,204			1,277					889
SYLVIA, RAY	DPW	70,187	63,191		3,051	3,945					
WILLIAMS, SCOTT	DPW	59,952	58,004			1,948					
BUTLER, WILLIE	DPW SEAS	15,848	13,472			2,376					
DOYLE, ERWIN	DPW SEAS	25,745	21,528			4,217					
GARY, TASHEIRA	DPW SEAS	3,840	3,840								
JONES, BROOKS	DPW SEAS	19,855	19,157			698					
MATUSZAK, WILLIAM	DPW SEAS	544	544								
PATTERSON, FREDERICK	DPW SEAS	10,910	10,112			798					
STARKS, XAVIER	DPW SEAS	9,708	7,536			2,172					
WOODARD, ETHAN	DPW SEAS	1,613	1,520			93					
WRIGHT, ANDRIC	DPW SEAS	26,087	19,589			6,498					
ALTREUTER, MARGARET	FINANCE	55,741	54,665		1,063						12
BROWN, ELIZABETH	FINANCE	109,857	103,338	520	2,034				1,000		2,965
BUTLER, PAMELA	FINANCE	83,751	80,589		3,162						
DICKINSON, ROBERT	FINANCE	89,058	88,793								265
DILUCA, MAUREEN	FINANCE	79,239	75,311	520	3,408						
DILWORTH, DEBORAH	FINANCE	107,830	103,244		4,585						
FLANAGAN, ELIZABETH	FINANCE	71,593	69,026	520	2,046						
GILES, PATRICIA	FINANCE	55,077	53,503		1,575						
KITSOCK, AILEEN	FINANCE	44,783	41,662								3,121
LAPIENE, ROBIN	FINANCE	63,826	62,592		1,234						
LEWIS, KRISTA	FINANCE	84,503	80,593	520	3,183	207					
MANNINO, MATTHEW	FINANCE	58,163	58,163								
MURPHY, PATRICIA MARY	FINANCE	76,648	73,249	520	2,879						
NOVAKOVA, ASYA	FINANCE	14,727	14,727								
RICHEN, KATHLEEN	FINANCE	87,741	83,638		4,103						
TRIFERO, ELLEN	FINANCE	85,282	81,285	520	3,477						
TURBITT, BRIAN	FINANCE	133,249	133,249								
VOLLANS, LYNELL	FINANCE	38,302	38,063	200		38					

*Other pay is retro, FLSA or required accrual pay.

EMPLOYEE NAME	DEPT	REGULAR		CERTIFICATION			HOLIDAY	3rd PARTY	FIRE CALL	STIPEND	WWCO	OTHER
		GROSS WAGE	WAGE	EDUCATION	LONGEVITY	OVERTIME	WORKED	DETAIL	AMB EMT	COACHING	MERIT PAY	PAY*
WALLINGFORD, DIANA	FINANCE	39,187	39,163									25
WATSON WEINER, DEBORAH	FINANCE	106,109	102,101	0	3,008					1,000		
ALLEN, JEFFREY	FIRE	97,420	72,646	7,200	3,127	14,267		180				
ALLEN, JOHN	FIRE	92,043	72,432	2,600	2,207	14,803						
AVIS, MATTHEW	FIRE	61,773	57,813	680		2,513		768				
BARBER, BEAU	FIRE	76,090	65,773	1,500		8,444		372				
BARBER, NATHAN	FIRE	84,663	63,813	3,360	1,419	8,377		564		7,131		
BATES, ROBERT	FIRE	146,399	96,370	7,728	5,088	37,021		192				
BEAMISH, CHRISTOPHER	FIRE	83,486	68,820		1,344	9,914		3,408				
CAVANAGH, PETER	FIRE	52,269	46,948	2,200	2,202	881						38
DIXON, MATTHEW	FIRE	103,572	89,269	3,120	3,618	6,653		912				
ELDRIDGE, EARL	FIRE	87,015	75,342	3,640	3,878	3,963		192				
HANLON, FRANCIS	FIRE	227,352	90,019	5,200	3,691	125,418		3,024				
HOLDEN, THOMAS	FIRE	136,489	93,931	2,080	4,689	35,236		552				
HOLLAND, CHRISTOPHER	FIRE	69,411	54,208	740		12,928		1,488				46
HULL, JEANETTE	FIRE	88,029	82,306	1,560	3,939				225			
KYMER, CHARLES	FIRE	112,788	72,929	7,200	2,331	27,341		2,988				
MAXWELL, EDWARD	FIRE	146,365	134,952	6,160	5,250							3
MCDUGALL, MARK	FIRE	152,611	152,611		0							
MITCHELL, SEAN	FIRE	89,182	68,831	4,080	1,416	12,600		2,256				
MURPHY, STEPHEN	FIRE	134,017	94,742	5,200	4,875	28,815		384				
PEKARCIK, DAVID	FIRE	79,653	68,529	2,080	1,387	7,082		576				
PERRY, SHANE	FIRE	85,573	65,696	2,520		14,549		2,808				
RAMOS, KEVIN	FIRE	9,782	4,187			1,722		1,128	2,745			
RAY, CHRISTIAN	FIRE	85,806	71,175	5,640	2,262	5,961		768				
RAY, COREY	FIRE	87,212	71,667	2,080	2,120	10,553		744				48
RHUDE, PAUL	FIRE	43,699	43,699									
SHANNON, ELIZABETH	FIRE	123,821	93,612	5,200	3,878	20,939		192				
TOWNSEND, JOSEPH	FIRE	72,615	58,405	520		11,794		1,896				
BEAL, TEAL	FIRE CALL	70	0						70			
BENCHLEY, ROBERT	FIRE CALL	1,310	0							1,310		
ELDRIDGE, BRANDON	FIRE CALL	915	0						915			
ELDRIDGE, GERALD	FIRE CALL	2,625	0						2,625			
ELDRIDGE, JEREMY	FIRE CALL	120	0						120			
ELDRIDGE, NELSON	FIRE CALL	7,355	0		0				7,355			
GAUVIN, NORMAN	FIRE CALL	100	0						100			
GOULD, CHRISTOPHER	FIRE CALL	859	0					384	475			
GRAY, BRIAN	FIRE CALL	220	0			12			208			
GULLICKSEN, KENNETH	FIRE CALL	280	0						280			
MOFFITT, CAROL	FIRE CALL	160	0						160			
NICHOLAS, MAX	FIRE CALL	5,300	0						5,300			
PATERSON, NEIL	FIRE CALL	310	0						310			
REZENDES, ALEXANDER	FIRE CALL	85	0						85			
ROGERS, JUSTIN	FIRE CALL	85	0						85			
SEITZ, JORDAN	FIRE CALL	2,899	25					1,104	1,770			

*Other pay is retro, FLSA or required accrual pay.

<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>		<u>CERTIFICATION</u>			<u>HOLIDAY</u>	<u>3rd PARTY</u>	<u>FIRE CALL</u>	<u>STIPEND</u>	<u>WWCO</u>	<u>OTHER</u>
		<u>GROSS WAGE</u>	<u>WAGE</u>	<u>EDUCATION</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>DETAIL</u>	<u>AMB EMT</u>	<u>COACHING</u>	<u>MERIT PAY</u>	<u>PAY*</u>
SMITH, JARED	FIRE CALL	919	0					384	535			
TALLMAN, CHARLOTTE	FIRE CALL	15	0						15			
VOLLANS, GEORGE	FIRE CALL	335	0						335			
WEBB, RYAN	FIRE CALL	15	0						15			
PERRIS, PATRICIA	HR	52,907	52,893									15
PERRY, AMANDA	HR	63,485	60,662			1,524						1,298
TUZIK, STEPHEN	HR	43,260	43,260									
CARRERA, VIRGINIA	HUM SERV	78,970	75,618	1,040	2,312							
HARDY, RALPH	HUM SERV	5,428	5,428									
MEDINA, ANN	HUM SERV	72,620	70,500		2,121							
STEWART, LAURA	HUM SERV	73,322	72,464	800								58
MCGLOIN, PATRICK	IT/GIS	96,137	93,385		1,816	935						
PORTER, NATHAN	IT/GIS	94,559	91,855		2,704							
RHODES, LINDA	IT/GIS	104,999	102,001		2,998							
SOWER, ENOCH	IT/GIS	55,840	55,840									
SPROUSE, MARGARET	IT/GIS	95,685	92,416		2,719	19	530					
APPLEGATE, GEORGE	LAND BANK	231.00	231									
BELL, FLETCHER	LAND BANK	1,176.00	1,156									20
BELL, JESSE	LAND BANK	97,744.13	96,675									1,069
CAMPESE, SUSAN	LAND BANK	84,137.72	83,638			445						54
EARLEY, ROBERT	LAND BANK	89,011.29	88,623			297						91
FEE, SHEA	LAND BANK	10,093.00	10,093									
FREEMAN, RACHAEL	LAND BANK	52,809.00	52,717									92
HALIK, PETER	LAND BANK	35,534.92	35,535									
PAONESSA, BRIAN	LAND BANK	10,512.50	10,513									
POLLOCK, JEFFREY	LAND BANK	103,640.46	102,618			285						737
ROTH, TAYLOR	LAND BANK	4,595.00	4,535			60						
ROWLEY, ERIN	LAND BANK	10,519.63	9,959			561						
SAVETSKY, ERIC	LAND BANK	129,436.79	129,064			0						373
SCHRAFF, RICHARD	LAND BANK	3,379.00	3,379									
WILSON, MARIAN	LAND BANK	34,699.07	34,598									101
ALI, NAIM	LIFEGUARD	7,552	6,784			768						
ALI, SADDIQ	LIFEGUARD	12,116	11,696			230						190
ALI, SAID	LIFEGUARD	7,328	6,272			1,056						
ANNESE, JEFFREY	LIFEGUARD	8,807	8,360			257						190
BARTHOLOMAE, CHARLES	LIFEGUARD	9,177	8,208			969						
BARTLETT, KEEGAN	LIFEGUARD	10,251	9,424			827						
BENTLEY, AUSTIN	LIFEGUARD	7,790	7,448			342						
BOMEISLER, DYLAN	LIFEGUARD	5,464	5,248			216						
CHERRY, MICHEAL	LIFEGUARD	6,826	6,392			434						
CILFONE, VINCENT	LIFEGUARD	13,557	13,072			485						
CLAFFEY, AISLING	LIFEGUARD	6,142	5,760			192						190
CLAFFEY, KAYLA	LIFEGUARD	5,746	5,440			306						
CRAFA, KARA	LIFEGUARD	5,696	5,504			192						
CROWTHER, NIALL	LIFEGUARD	6,584	6,272			312						

*Other pay is retro, FLSA or required accrual pay.

<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>		<u>CERTIFICATION</u>			<u>HOLIDAY</u>	<u>3rd PARTY</u>	<u>FIRE CALL</u>	<u>STIPEND</u>	<u>WWCO</u>	<u>OTHER</u>
		<u>GROSS WAGE</u>	<u>WAGE</u>	<u>EDUCATION</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>DETAIL</u>	<u>AMB EMT</u>	<u>COACHING</u>	<u>MERIT PAY</u>	<u>PAY*</u>
DE BURCA, CIARAN	LIFEGUARD	6,554	6,120			434						
DOHERTY, KEITH	LIFEGUARD	8,542	7,296			1,056						190
DRISCOLL, EDWARD	LIFEGUARD	11,739	11,008			731						
EHRMAN, PHILIP	LIFEGUARD	8,740	8,004			687						49
FINLAY, MATTHEW	LIFEGUARD	6,358	6,256			102						
FINLAY, PATRICK	LIFEGUARD	5,772	5,360			318						94
FREDERICKS, AILEEN	LIFEGUARD	7,898	7,488			410						
GOULD, MARCUS	LIFEGUARD	5,976	5,376			600						
HARWOOD, ASHLEY	LIFEGUARD	6,240	5,760			480						
HAUER, ALEXANDER	LIFEGUARD	5,624	5,120			504						
HITCHCOCK, ALEXANDRA	LIFEGUARD	8,930	8,360			570						
IVAS, EMILY	LIFEGUARD	5,940	5,616			324						
JOYNER, MATTHEW	LIFEGUARD	13,704	10,764			2,940						
KLINGER, ASHTON	LIFEGUARD	5,632	5,248			384						
LAMBE, STEPHEN	LIFEGUARD	11,139	9,048			1,901						190
LINTON, DAVID	LIFEGUARD	7,676	7,448			228						
LOWELL, JACQUELINE	LIFEGUARD	7,328	7,040			288						
MCGRATH, MACK	LIFEGUARD	16,745	14,603			2,142						
MOISAN, CLAIRE	LIFEGUARD	7,132	6,392			740						
MONTs, JULIANNA	LIFEGUARD	4,760	4,352			408						
NILES, CALEB	LIFEGUARD	5,952	5,760			192						
OLSON, LEIGH	LIFEGUARD	6,432	6,272									160
PATON, ELIZA	LIFEGUARD	7,488	6,912			576						
ROSBORG, MATTHEW	LIFEGUARD	5,528	5,120			408						
SALLEE, CRISTAL	LIFEGUARD	7,711	7,424			192						95
STEEVES, BRIAN	LIFEGUARD	6,048	5,760			288						
THOMAS, TAYLOR	LIFEGUARD	7,296	6,912			384						
TRACHT, BENJAMIN	LIFEGUARD	5,856	5,760			96						
VITTORINI, BRIANA	LIFEGUARD	15,137	13,508			1,565						64
WILLIAMS, PEARL	LIFEGUARD	7,638	7,296			342						
WILSON, ASHLEY	LIFEGUARD	2,992	2,992									
WINN, AIDAN	LIFEGUARD	6,072	5,760			312						
WINTERS, KYLE	LIFEGUARD	5,408	5,120			288						
FINLEY, SETH	MARINE	42,556	38,280			3,185	1,091					
LUCEY, SHEILA	MARINE	136,794	129,568		2,430		4,703					93
SPINNEY, ALEXANDER	MARINE	37,426	32,225			3,996	1,206					
DAVIS, SEAN	MARINE SEAS	8,873	8,580			293						
DUPONT, JACOB	MARINE SEAS	6,204	6,204									
FUSARO, RILEY	MARINE SEAS	5,495	5,390			105						
LAPPIN, GARRETT	MARINE SEAS	8,295	7,620			675						
LAPPIN, KENNETH	MARINE SEAS	17,280	17,280									
PIERCE, CONNOR	MARINE SEAS	6,336	6,336									
PITTMAN, WILLIAM	MARINE SEAS	5,577	5,280			297						
SULLIVAN, OWEN	MARINE SEAS	6,580	6,580									
TOWNE, QUINTIN	MARINE SEAS	5,084	5,084									

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<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>		<u>CERTIFICATION</u>			<u>HOLIDAY</u>	<u>3rd PARTY</u>	<u>FIRE CALL</u>	<u>STIPEND</u>	<u>WWCO</u>	<u>OTHER</u>
		<u>GROSS WAGE</u>	<u>WAGE</u>	<u>EDUCATION</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>DETAIL</u>	<u>AMB EMT</u>	<u>COACHING</u>	<u>MERIT PAY</u>	<u>PAY*</u>
VIERA, JAMISON	MARINE SEAS	11,161	10,166			995						
WIGGIN, KURT	MARINE SEAS	5,520	5,520									
ALGER, SARAH	MODERATOR	175	175									
AGUIAR, JOSEPH	NCS	5,255	5,255									
ALBERTSON, SHAE	NCS	525	525									
ALLEN, RYAN	NCS	2,954	2,954									
BARRETT BAYARD, LINDA	NCS	7,036	7,036									
BATTISTI, ALEX	NCS	3,354	3,354									
BEAL, ISABEL	NCS	3,080	3,080									
BLACKWOOD, TONI-ANN	NCS	683	683									
BOMEISLER, MELISSA	NCS	18	0									18
BOYCE, SARA	NCS	525	0									525
BROWNE, MAEBH	NCS	444	444									
BRUNDAGE, RACHEL	NCS	7,656	7,656									
CAMPBELL, ELYSE	NCS	29,106	29,106									
CANNING, NANCY	NCS	325	0									325
CARON, DENNIS	NCS	28,695	28,695									
CARRUTHERS, SIMON	NCS	1,075	1,075									
CHIRINOS, MARIA	NCS	9,680	9,680									
CORBETT, KELLY	NCS	32,514	32,009			505						
CORBETT, TARA	NCS	502	502									
COWLES, JEFFREY	NCS	30,547	30,547									
CRONIN, PAULINE	NCS	49,355	49,355									
DAILY, SUNNY	NCS	600	600									
DAMOURS, JOANNE	NCS	980	0									980
D'APRIX, AMANDA	NCS	6,293	6,287			5						
D'APRIX, JANELLE	NCS	57,824	57,824									
DAVIES, SOPHIE	NCS	701	701									
DOELP, MEGAN	NCS	3,306	3,306									
DRAGON, DAKOTA	NCS	6,422	6,422									
ELLIS, AINSLEY	NCS	37,467	37,413			54						
FAIRBAIRN, JOHN	NCS	1,036	1,036									
FALES, MEGAN	NCS	546	546									
FALES, MONICA	NCS	9,566	9,566									
FALK, LEAH	NCS	832	832									
FEATHERSTON, MARGARET	NCS	1,164	1,164									
FERRALL, WILLIAM	NCS	229	0									229
FERRIGNO, JOSEPH	NCS	450	0									450
GALLUGI, OLIVIA	NCS	1,621	1,621									
GASNAREZ, GLORIA	NCS	540	540									
GAYO, ALLISON	NCS	6,726	6,726									
GILLUM, BEATRICE	NCS	8,220	8,220									
GOTTLIEB, CHRISTOPHER	NCS	1,238	1,238									
GOTTLIEB, NICOLE	NCS	1,455	1,455									
GRANT, TRAVERS	NCS	7,317	131			7,186						

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<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>		<u>CERTIFICATION</u>			<u>HOLIDAY</u>	<u>3rd PARTY</u>	<u>FIRE CALL</u>	<u>STIPEND</u>	<u>WWCO</u>	<u>OTHER</u>
		<u>GROSS WAGE</u>	<u>WAGE</u>	<u>EDUCATION</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>DETAIL</u>	<u>AMB EMT</u>	<u>COACHING</u>	<u>MERIT PAY</u>	<u>PAY*</u>
GRISWOLD, MADISON	NCS	743	743									
HANDY, DAVID	NCS	500	0									500
HARNISHFEGER, NAOMI	NCS	2,990	2,990									
HARRIS, DAVID	NCS	6,541	0									6,541
HARRIS, ZOE	NCS	858	858									
HARTER, MICHAEL	NCS	1,775	0									1,775
HEADEN, JOSEPH	NCS	340	340									
HOBSON-DUPONT, JANE	NCS	15,839	4,878		211							10,750
HOLDGATE, DEBORAH	NCS	18,588	18,588									
HORAN, LUKE	NCS	900	900									
HULL, ANA	NCS	52,985	52,754			231						
HULL, JOAN	NCS	6,761	4,261									2,500
HUYSER, KIRRA	NCS	3,440	3,440									
JACKSON, TAYLOR	NCS	3,869	1,152									2,718
JANNELLE, BLAIR	NCS	52,228	52,228									
JASKULA, JOYCE	NCS	3,675	0									3,675
JELLEME, KRISTINA	NCS	495	0									495
KLEINERT, JOHN	NCS	3,689	3,689									
KNUTTI, CAROLINE	NCS	2,233	2,233									
LAFFEY, MEREDITH	NCS	2,607	2,607									
LAUBE, KRISTEN	NCS	600	600									
LEBLANC, TESS	NCS	7,982	7,982									
LEE, KAREN	NCS	3,341	2,606									735
LINDQUIST, KAROL	NCS	8,968	8,968									
LOMBARDI, LAURA	NCS	923	923									
MACLELLAN, GRACE	NCS	2,800	2,800									
MACONOCHE, ADRIANA	NCS	4,085	4,085									
MALONE, KATHLEEN	NCS	10,798	10,798									
MANCHESTER, KATHERINE	NCS	900	900									
MANNING, ROBIN	NCS	4,998	0							2,261		2,737
MART, AMY	NCS	584	0									584
MCVEETY, KATIE	NCS	1,960	1,960									
MCGRADY, JACQUELINE	NCS	463	463									
MELLO, DAKOTA	NCS	4,655	4,655									
MONROE, SHANE	NCS	2,772	2,772									
MOORE, CALLAHAN	NCS	366	366									
MURRAY, MEGHAN	NCS	34,969	34,713			256						
MYNTTINEN, SUZANNE	NCS	2,563	2,563									
O'BRIEN, ERIN	NCS	2,496	2,496									
ORTIZ, MAYRE	NCS	1,284	1,284									
PAPPAS, JOHN	NCS	2,197	2,197									
PARRATTO, JENNIFER	NCS	88	0									88
PENROSE, COLEY	NCS	4,075	0							4,075		
PETERSON, CAL	NCS	360	360									
PHILLIPS, BELINDA	NCS	1,294	1,294									

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EMPLOYEE NAME	DEPT	REGULAR		CERTIFICATION			HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
		GROSS WAGE	WAGE	EDUCATION	LONGEVITY	OVERTIME						
PHILLIPS, CAROLINE	NCS	537	537									
PHILLIPS, FERVON	NCS	3,695	3,627			68						
PIGNATO, JAMES	NCS	85,087	77,956							7,131		
POWERS, CAROLINE	NCS	4,248	0									4,248
POWERS, RACHEL	NCS	500	500									
RAMOS, SHERYL	NCS	188	0						188			
RANDALL, ALLYSSA	NCS	6,663	6,663									
RICENBERG, SCOTT	NCS	4,082	4,043			39						
RICHARDS, SUSAN	NCS	36,288	36,288									
ROBERTS, ISABELLE	NCS	1,846	1,846									
ROBERTS, TRACY	NCS	9,662	9,662									
SCHULTE, JANET	NCS	11,600	1,600							10,000		
SEAQUIST, CHRISTINE	NCS	9,805	9,805									
SEARS, COLIN	NCS	2,236	2,236									
SJOO, TERESA	NCS	2,300	0									2,300
SNELL, CASEY	NCS	5,369	5,369									
STALNAKER, JAMIE	NCS	2,970	2,970									
STANEV, ANDREY	NCS	438	0									438
STEADMAN, ELIZA	NCS	8,868	8,868									
STEADMAN, TINA	NCS	2,406	2,406									
STEARNS, ANNE	NCS	360	360									
SUTHERLAND, DANIEL	NCS	500	0									500
SYLVIA, LILLIAN	NCS	5,152	5,152									
THOMAS, ELIZA	NCS	952	952									
TROTT-KIELAWA, ANDREW	NCS	1,128	1,128									
TURNER, KELLY	NCS	10,032	0									10,032
VOULGARIS, THEODORE	NCS	1,503	706									798
WADDINGTON, CAITLIN	NCS	101,554	101,554									
WEAVER COATS, ANDREA	NCS	57,408	57,408									
WEAVER, BENJAMIN	NCS	2,019	2,019									
WELCH, JOANN	NCS	1,050	0							1,050		
WILLIAMS, JENNIFER	NCS	1,035	1,035									
WORKMAN, WILLIAM	NCS	769	0									769
ZGARBUR, MIHAI	NCS	2,336	2,336									
ZIEFF, JOSEPH	NCS	2,510	2,510									
CABRAL, LEAH	NRD	68,453	68,117				337					
CARLSON, JEFFREY	NRD	105,115	102,967		1,979							168
CUPPONE, JOANNE	NRD	27,161	27,161									
JOHNSON, JONATHAN	NRD	81,676	78,611			825	1,780					460
RILEY, TARA	NRD	82,829	80,916		1,490							424
SHAW, KAITLYN	NRD	63,124	62,732				393					
BERRY, DAVID	NRD SEAS	8,628	8,628									
DAVIDSON, NOAH	NRD SEAS	6,200	6,200									
MCGRATH, JASON	NRD SEAS	12,108	12,108									
PITZ, CODY	NRD SEAS	8,333	8,234			99						

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<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>		<u>CERTIFICATION</u>			<u>HOLIDAY</u>	<u>3rd PARTY</u>	<u>FIRE CALL</u>	<u>STIPEND</u>	<u>WWCO</u>	<u>OTHER</u>
		<u>GROSS WAGE</u>	<u>WAGE</u>	<u>EDUCATION</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>DETAIL</u>	<u>AMB EMT</u>	<u>COACHING</u>	<u>MERIT PAY</u>	<u>PAY*</u>
VITTORINI, VAUGHN	NRD SEAS	2,356	2,356									
CLARKSON, CINDY	NRTA	57,626	55,982		1,644							
LEARY, PAULA	NRTA	89,969	85,733		4,236							
BUCKLEY, STEPHEN	NRTA SEAS	5,719	5,719									
CARROLL, ROXANNE	NRTA SEAS	5,338	5,338									
MONTALBANO, MICHAEL	NRTA SEAS	6,565	6,565									
MOORES, MARY	NRTA SEAS	4,540	4,540									
RAAB, DONNA	NRTA SEAS	4,543	4,543									
WHEATLEY, MONA	NRTA SEAS	3,144	3,144									
ARAUJO, SANDRA BEIRUTE	OIH	54,574	48,514		2,397	479	3,183					
ATTAPREYANGKUL, TUKI	OIH	68,946	59,784		1,719	5,801	1,643					
BALESTER, SUSAN	OIH	85,950	81,089	520	1,598	2,744						
BAPTISTE, WILLARD	OIH	57,063	51,542		2,485	579	2,458					
BARRETT, SHEILA	OIH	55,839	50,776		2,424	67	2,573					
BECHTOLD, DEBRA	OIH	30,752	30,752									
BLOISE-SMITH, BRIDGETT	OIH	66,675	59,011		1,700	3,115	2,849					
BOSWELL, BERNARD	OIH	6,370	6,370									
BRERETON, VIRGINIA	OIH	56,684	51,576		1,966	736	2,405					
BRISCOE, ALICIA	OIH	58,063	49,937			6,161	1,921					43
CHRETIEN, RACHEL	OIH	106,165	105,845									320
COLEMAN, OLA LEWIS	OIH	70,804	61,522		2,834	5,582	867					
CORREIA, KAREN	OIH	69,750	66,511		2,875	327						37
CRANE, CHRISTINA	OIH	41,404	38,713			1,522	1,113		30			26
DAMIAN, STACEY	OIH	45,060	43,734			433	892					
DARGIE, PATRICIA	OIH	110,041	101,769		4,243	4,029						
DAWKINS, JULIET	OIH	51,031	47,965			1,733	1,285					49
DOWNING, NICOLE	OIH	38,672	35,877			1,936	747					112
ELLIS, GAIL	OIH	136,012	130,110		5,046	79	777					
ELLIS, MARVETTE	OIH	71,488	54,407		1,034	13,188	2,819					40
FLAHERTY, KERRI	OIH	58,865	50,171		1,016	3,185	2,053			2,440		
FRANCIS, HEATHER	OIH	76,450	67,330			8,208	912					
GRIMES, LILIAN	OIH	40,759	38,065		738	984	972					
HARRISON, JACQUELINE	OIH	76,522	61,032		1,743	12,046	1,701					
HAYE, LISA	OIH	20,610	20,610									
HAYE, NADENE	OIH	84,923	69,760		2,721	9,112	3,329					
HILST, TAYLOR	OIH	45,436	45,266			170						
HOLMES, JENISE	OIH	14	10		4							
KEATING, MERIS	OIH	25,374	24,997				377					
KENNELLY, JENNIFER	OIH	37,138	33,857			1,359	1,922					
KIEFFER, ERIKA	OIH	46,085	42,256		2,456	1,372						
KING, DONNA	OIH	63,721	52,163		983	8,779	1,795					
KING, EDWARD	OIH	76,693	76,268			27	356					41
KINNEY, COLLEEN	OIH	59,821	55,587		1,121	757	2,311					44
KOPECKI, ERIN	OIH	12,772	12,772									
KOYL, NANCY	OIH	113,214	74,709		2,199	33,228	3,078					

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		GROSS WAGE	WAGE	EDUCATION	LONGEVITY	OVERTIME						
KYOMITMAITEE, MANEEWAN	OIH	44,505	40,707		728	1,531	1,538					
LAMONT, CHRISTINE	OIH	936	936									
LEMUS, MARIA	OIH	80,286	57,147			21,126	2,013					
LINDLEY, ANN	OIH	109,024	101,063		3,999	3,962						
LINDO PARKINSON, SHAUNETTE	OIH	72,280	56,602		1,037	12,107	2,534					
LOWE, AVRIL	OIH	25,362	23,080			554	1,697					31
LYTTLE-LIBURD, SOPHIA	OIH	86,009	59,673		1,700	21,318	3,317					
MACVICAR-FISKE, LAURIE	OIH	54,087	52,861		1,213	13						
MALAVASE, MICHELLE	OIH	61,349	60,841			507						
MASON-WILSON, JESSICA	OIH	73,063	60,002		1,733	8,676	2,652					
MATSON, CAROL	OIH	86,079	73,894		2,750	8,390	1,045					
MAXWELL, KATHLEEN	OIH	53,989	53,960									29
MERIAM, PAMELA	OIH	5,580	5,580									
NICKERSON, SYBIL	OIH	55,760	51,555		1,516		2,689					
NIRAULA, LAXMI	OIH	11,357	11,357									
OUTAR, TAMEIKA	OIH	68,839	56,558		1,077	8,720	2,484					
PARKINSON, AVIA	OIH	71,181	60,178		1,728	6,628	2,648					
PASK, JENNIFER	OIH	55,961	51,881		952	262	2,867					
PATTON, MARY	OIH	54,500	45,092		2,258	4,748	2,402					
PAUDEL, YASHUDA	OIH	32,279	30,426			1,122	731					
PHILLIPS, FERNELLA	OIH	49,468	47,017		1,785	666						
REED, STORMY	OIH	56,898	52,035		2,009	1,381	1,474					
REID, EVADNE	OIH	14,476	14,241			7	228					
RICKETTS, DENISE	OIH	74,158	60,623	1,040	1,771	8,721	2,002					
RILEY, AARON	OIH	41,757	39,141			1,344	1,272					
ROBINSON, HOPIE	OIH	65,623	56,639		1,628	5,795	1,561					
RODRIGUEZ, LYNDY	OIH	62,539	49,794			10,660	2,062					23
ROSS, DANIEL	OIH	52,045	47,053			2,249	2,712					30
ROWE THOMAS, KAREN	OIH	66,338	53,937		1,021	8,600	2,781					
RYDER, ELLEN	OIH	64,905	58,478		2,250	1,314	2,864					
SANDERS, GLORIA	OIH	71,392	56,762		2,727	9,030	2,873					
SANDOVAL, ANA ISABEL	OIH	39,217	36,058			1,322	1,810					27
SOUZA, SHERRY	OIH	52,714	46,534		2,224	1,728	2,228					
THAIRAT, MATUROD	OIH	57,161	51,914		1,499	1,499	1,772					477
THAIRATANA, PANUWATARA	OIH	7,249	6,108		776	37	327					
TONEY, LISA	OIH	97,834	84,146		2,887	9,680	1,121					
WALLACE, HENRICK	OIH	71,504	61,589		1,768	6,490	1,657					
WALLACE, SEVILLE	OIH	55,109	48,352			4,398	2,339					21
WORSWICK, PRISCILLA	OIH	36,920	33,075		2,619		1,227					
ANCERO, CATHERINE	PLUS	77,060	69,911		2,663	4,487						
ANTONIETTI, ELEANOR	PLUS	72,461	72,390			70						
BACKUS, HOLLY	PLUS	10,096	9,815			280						
BARRY, JAMES	PLUS	48,715	48,715									
BELANGER, PAUL	PLUS	1,450	1,450									
BENNETT, DOUGLAS	PLUS	82,376	82,376									

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		GROSS WAGE	WAGE	EDUCATION	LONGEVITY						
BRADFORD, KAREN	PLUS	55,691	54,658	520		508					5
BURNS, THOMAS	PLUS	108,384	104,285	520	3,206	373					
BUTLER, STEPHEN	PLUS	125,568	120,429	520	4,269	350					
CARROLL, BRENDAN	PLUS	91,355	89,815			1,540					
HEDDEN, JOHN	PLUS	30,365	27,756			170			2,440		
HULL, KAREN	PLUS	77,066	73,748		2,893		425				
NICHOLSON, JEFFREY	PLUS	450	450								
NOLL, ALAN	PLUS	102,594	100,125	1,560		909					
RAMOS, EDMUND	PLUS	3,150	3,150								
RAY, RICHARD	PLUS	94,496	88,797	720	4,979						
SILVERSTEIN, MARCUS	PLUS	95,460	91,855		3,605						
SINATRA, LAUREN	PLUS	50,606	50,318								288
SNELL, LESLIE	PLUS	119,180	112,833		3,375						2,972
STRANG, DORIS	PLUS	48,792	48,552	240							
SWAIN, JOSEPH	PLUS	1,750	1,750								
VOIGT, MARK	PLUS	106,514	101,775	520	4,219						
VORCE, ANDREW	PLUS	129,435	129,240								196
ADAMS, JERRY	POLICE	152,851	134,519	13,206	5,127						
BAXTER, AMY	POLICE	17,753	17,753								
BURNS, MELINDA	POLICE	87,216	82,701		2,464	2,043					9
CARNEVALE, CHRISTOPHER	POLICE	98,868	78,840	4,113	2,857	13,058					
CATALDO, ANTHONY	POLICE	10,608	8,064			432		2,112			
CHRETIEN, JARED	POLICE	120,130	96,004	9,454	2,666	8,389		3,616			
CIARMATARO, ANN	POLICE	18,869	18,724			145					
CLINGER, SHEILA	POLICE	83,162	78,584	1,560	2,958	61					
CLINGER, THOMAS	POLICE	122,747	102,200	5,153	4,758	10,635					
COAKLEY, BRENDAN	POLICE	123,585	96,108	400	2,666	22,487	1,540	384			
COOK, MICHAEL	POLICE	106,738	72,879	1,600	1,381	18,818		12,060			
COYNE, ZACHARY	POLICE	65,567	53,641	2,215		3,016		6,408			287
DAVIS, MARIA	POLICE	60,390	60,222			155					14
DESMOND, CONOR	POLICE	9,808	7,648			624		1,536			
DUNCAN, KING	POLICE	26,824	16,129			599		9,924			172
FLYNN, JOSEPH	POLICE	76,842	54,292	2,215		4,897		15,390			48
FRONZUTO, DAVID	POLICE	114,135	113,929		0						206
FURTADO, DANIEL	POLICE	133,838	100,524	9,454	2,666	19,850		1,344			
GALE, SUZANNE	POLICE	87,356	77,640	400	3,554	1,321		4,440			
GERJETS, GREGORY	POLICE	8,976	7,200			432		1,344			
GIBSON, CHARLES	POLICE	197,545	142,677	37,091	8,692	8,621		464			
HAGERTY, JOHN	POLICE	76,577	52,279	2,215		4,648		17,148			287
HOLLIS JR, ROBERT	POLICE	101,356	85,690	400	1,726	7,559		5,652			328
JACKSON, BRYAN	POLICE	74,070	59,378			14,063	629				
KELLY, CHRISTOPHER	POLICE	82,944	62,155	123		11,425		9,240			
LOUIS, JONATHAN	POLICE	11,568	8,496			192		2,880			
MACK, DANIEL	POLICE	134,246	102,665	9,907	4,573	12,493		4,608			
MACK, JEROME	POLICE	98,174	81,479	7,908	3,572	415		4,800			

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EMPLOYEE NAME	DEPT	REGULAR		CERTIFICATION			HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
		GROSS WAGE	WAGE	EDUCATION	LONGEVITY	OVERTIME						
MACVICAR, ANGUS	POLICE	152,904	135,682	6,803	6,409	4,011						
MANSFIELD, KEITH	POLICE	109,959	83,870	7,825	2,914	4,503		10,848				
MARCOUX, ARIEL	POLICE	8,974	7,705					384	885			
MARSHALL, KEVIN	POLICE	127,516	97,458	4,927	2,666	17,963	775	3,728				
MASON, JACQUELYN	POLICE	97,802	69,214	1,600		3,588		23,400				
MASTRIANO, MICHAEL	POLICE	61,637	51,014	2,215		1,977		6,144				287
MAULDIN, JANINE	POLICE	109,486	77,392	7,458	1,354	4,092		19,152				39
MCANDREW, ANNE	POLICE	59,930	59,910									20
MORNEAU, BRETT	POLICE	101,926	76,042	7,458	1,354	10,350	386	6,336				
MUHR, JOHN	POLICE	115,887	84,930	400	3,806	15,039		11,712				
NAGLE, KEVIN	POLICE	77,054	60,930	123		1,446	2,473	11,706				375
O'CONNOR, PATRICK	POLICE	80,317	53,388	2,215		5,491		18,936				287
PAGLIARINI, MARK	POLICE	13,744	9,088			1,008		3,648				
PITTMAN, WILLIAM	POLICE	180,403	150,273	18,784			11,346					
RAY, TRAVIS	POLICE	139,399	100,436	9,454	2,666	14,836		12,008				
ROCKETT, JOHN	POLICE	145,737	94,484	9,191	1,692	22,566		17,804				
SCHWENK, AMANDA	POLICE	68,130	53,848	2,215		2,336		9,444				287
SMITH, JOHN	POLICE	30,106	29,831			275						
SPAULDING, RICHARD	POLICE	8,848	7,168			228		1,452				
SULLIVAN, MATTHEW	POLICE	61,679	59,278			2,401						
THOMPSON, CASSANDRA	POLICE	90,353	66,558	1,680		8,565		13,440				110
TORNOVISH, STEVEN	POLICE	76,606	71,675	323	2,613	1,994						
TOVET, CATHERINE	POLICE	78,198	74,177	520	2,199	1,093	209					
VALERO, ANTHONY	POLICE	12,220	7,600			288		4,332				
WATKINS, DAVID	POLICE	71,549	53,400	2,215		3,046		12,840				48
WELCH, DANIEL	POLICE	12,250	9,834	185		503		1,728				
WHITING, BRANDON	POLICE	93,611	69,281	1,600		9,422		13,308				
WITHERELL, DEREK	POLICE	96,479	68,198	1,600		5,637		20,916				127
ANDERSON, DANIEL	POLICE CSO	12,908	8,576			348		3,984				
CIAMPI, ANTHONY	POLICE CSO	7,296	6,144					1,152				
COBB, MATTHEW	POLICE CSO	9,193	6,961			510		1,152	570			
CURREN, DANIEL	POLICE CSO	8,396	6,656			456		1,284				
DONOVAN, NICHOLE	POLICE CSO	9,368	7,040			144		2,184				
GALE, JORDAN	POLICE CSO	11,250	8,208			162		2,880				
GREEN, DAVID	POLICE CSO	7,824	6,528			144		1,152				
IFTICA, HELENA	POLICE CSO	10,874	8,612			306		1,920				36
JOURNET, ERIK	POLICE CSO	9,876	7,680			660		1,536				
MARTIN, JULIA	POLICE CSO	9,057	6,528			153		2,376				
MAY, ALEXANDRA	POLICE CSO	16,604	13,952			156		2,496				
MCGINTY, CHRISTOPHER	POLICE CSO	8,680	6,400			384		1,896				
RUGMAN, BRANDON	POLICE CSO	9,741	8,704			77		960				
SEZER, DENISE	POLICE CSO	10,079	8,109			434		1,536				
TRAN, DON	POLICE CSO	8,380	6,400			444		1,536				
USHER, SHANTOI	POLICE CSO	9,596	7,424			252		1,920				
ZIOMEK, MATTHEW	POLICE CSO	9,520	7,168			552		1,800				

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EMPLOYEE NAME	DEPT	REGULAR		CERTIFICATION			HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
		GROSS WAGE	WAGE	EDUCATION	LONGEVITY	OVERTIME						
ALEO, JOSEPH	POLICE SRO	61,959	36,433			3,812		21,714				
ANDERSON, MATTHEW	POLICE SRO	27,648	19,971			957		6,720				
CARBONE, MAXIMILIAN	POLICE SRO	10,578	7,920			918		1,740				
GIRARD, DANIEL	POLICE SRO	68,117	31,508			4,720		31,890				
HARRINGTON, RICHARD	POLICE SRO	66,359	38,437			3,634		24,288				
KATON, JESSICA	POLICE SRO	10,652	7,779			569		2,304				
MCDONALD, JONATHAN	POLICE SRO	1,873	1,184			305		384				
PARMEGGIANI, MARISA	POLICE SRO	33,546	21,090			3,288		9,168				
SMITH, ETHAN	POLICE SRO	28,622	20,128			1,319		7,176				
TIRONE, JOSEPH	POLICE SRO	44,949	23,636			3,996		17,034				282
CONSIDINE, PATRICK	POLICE/DIS	29,316	26,866			2,135	315					
EGER-ANDERSEN, THERESA	POLICE/DIS	68,071	62,075			5,983						13
HAINEY, PATRICIA	POLICE/DIS	70,679	58,622			11,143	914					
HULL, AARON	POLICE/DIS	43,616	42,586			1,030						
KEVER, ERA	POLICE/DIS	67,941	58,549			9,393						
KNAPP, NIKKISHA	POLICE/DIS	2,883	2,843						15			25
MOREIRA, JOAO	POLICE/DIS	64,954	58,902			6,052						
NORRIS, JESSICA	POLICE/DIS	53,580	46,687			6,886						7
SMITH, MEGAN	POLICE/DIS	70,292	65,922			4,370						
ERICHSEN, JENNIFER	POLICE/IT	107,473	103,547		3,588							338
BARRETT, ANNE	PUBLIC HEALTH	76,259	73,989	40	2,178	52						
CROWLEY, ARTELL	PUBLIC HEALTH	108,547	102,829	1,560	4,158							
LAFAVRE, KATHLEEN	PUBLIC HEALTH	72,633	70,185	520	1,928							
ROSS, HENRY	PUBLIC HEALTH	18,375	17,892			483						
SANTAMARIA, ROBERTO	PUBLIC HEALTH	40,650	40,650									
SILBER, ABIGAIL	PUBLIC HEALTH	2,436	2,436									
CASSANO, KIMBERLY	ROD	94,492.75	90,407		2,671	0						1415
FERREIRA, JENNIFER	ROD	95,435.24	95,407									28
FURTADO, AMANDA	ROD	47,631.62	46,908									724
ABBOTT, MEGAN	SCHOOL	70,608	68,940							1,668		
ADAMS, KATHY	SCHOOL	84,251	84,251									
AGUIAR, CATHERINE	SCHOOL	40,082	38,877		1,204							
ALBERTSON, KIMBERLY	SCHOOL	105,684	101,084		3,400							1,200
ALLEN, JEAN	SCHOOL	360	360									
ALMODOBAR, DARIAN	SCHOOL	96,629	87,862		3,400							5,367
ALOISI, LYNNE	SCHOOL	97,284	97,284									
ALOISI, SAMUEL	SCHOOL	7,131	0							7,131		
ANGUELOV, MARTIN	SCHOOL	100,618	99,274			590						754
ARCHANA, MAHARJAN	SCHOOL	240	240									
ARENT, DREW	SCHOOL	2,440	0							2,440		
AVERY, DEANNA SLAYTON	SCHOOL	103,062	97,284		1,700					1,668		2,410
BARBOUR, KAMERON	SCHOOL	1,920	1,920									
BARDSLEY, AMANDA	SCHOOL	28,919	28,919									
BARNES-HARRINGTON, MAEVE	SCHOOL	42,046	41,046		1,000							
BARONE, JONATHAN	SCHOOL	58,599	58,599									

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<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>		<u>CERTIFICATION</u>			<u>HOLIDAY</u>	<u>3rd PARTY</u>	<u>FIRE CALL</u>	<u>STIPEND</u>	<u>WWCO</u>	<u>OTHER</u>
		<u>GROSS WAGE</u>	<u>WAGE</u>	<u>EDUCATION</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>DETAIL</u>	<u>AMB EMT</u>	<u>COACHING</u>	<u>MERIT PAY</u>	<u>PAY*</u>
BARRETT, CHESTER	SCHOOL	27,140	27,140									
BARTLETT, SEANDA	SCHOOL	42,293	36,386		500					5,407		
BASKETT, FRANCES	SCHOOL	107,002	100,759		3,400					1,343		1,500
BEATY, KAREN	SCHOOL	20,270	20,270									
BEDELL, KATIE	SCHOOL	49,769	49,769									
BELANGER, SUZANNE	SCHOOL	32,853	32,853									
BELL, FLETCHER	SCHOOL	900	900									
BELL, FOREST	SCHOOL	3,625	3,625									
BENSON, KATHLEEN	SCHOOL	89,854	88,598		346							910
BERRUET, JOYCE	SCHOOL	5,880	5,880									
BILLINGS, ALYSSA	SCHOOL	97,828	96,156		1,000					672		
BLASI, KATHERINE	SCHOOL	40,896	40,191		705							
BOYCHEV, DIMO	SCHOOL	77,218	77,218									
BOYCHEVA, VERONIKA	SCHOOL	72,408	72,408									
BRANNIGAN, JANET	SCHOOL	105,001	96,765		3,400					3,336		1,500
BRANNIGAN, MICHELLE	SCHOOL	94,419	94,419									
BRANNIGAN, RICHARD	SCHOOL	7,131	0							7,131		
BROOKS, SARA	SCHOOL	473	473									
BROWERS, MEGAN	SCHOOL	3,355	855							2,500		
BUCKEY, JOHN	SCHOOL	147,714	147,714									
BUSE, LEE ANN	SCHOOL	12,465	12,465									
BYRNE, LAURA	SCHOOL	37,184	37,184									
CAIRES, SHANNON	SCHOOL	84,251	84,251									
CALABRESE, STEVEN	SCHOOL	2,013	2,013									
CALDERON, MARELYN	SCHOOL	24,426	24,426									
CARLSON, KARA	SCHOOL	107,453	100,885		3,400					1,668		1,500
CARO, CELSO CHAVEZ	SCHOOL	54,904	51,249			3,655						
CASPE, JEANNE	SCHOOL	3,210	3,210									
CATON, CAROL	SCHOOL	40,762	39,262		1,500							
CHITESTER, SHERRY	SCHOOL	34,552	34,152		400							
CLARK, JEANNE	SCHOOL	96,386	95,386		1,000							
CLARKSON, EMILY	SCHOOL	39,391	38,687		705							
CLUNIE, CHARLES	SCHOOL	72,905	72,905									
COBURN, LAURA	SCHOOL	101,759	100,759		1,000							
COCKER, NEIL	SCHOOL	4,802	0							4,802		
COFFIN, DAUNA	SCHOOL	101,793	98,625							1,668		1,500
COHEN, PETER	SCHOOL	132,600	132,600									
COLBY, JANET	SCHOOL	73,139	73,139									
COLLUM, JAIMIE	SCHOOL	28,518	28,518									
CONDON-MORLEY, BARBARA	SCHOOL	64,590	63,090									1,500
CONNON, BARBARA	SCHOOL	11,099	11,099									
CONNON, ROBERT	SCHOOL	11,227	11,227									
CONNORS, MARY BETH	SCHOOL	101,759	100,759		1,000							
CONSIDINE, SHANNON	SCHOOL	5,407	0							5,407		
CONSILVIO, HOPE	SCHOOL	64,019	64,019									

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EMPLOYEE NAME	DEPT	REGULAR		CERTIFICATION			HOLIDAY	3rd PARTY	FIRE CALL	STIPEND	WWCO	OTHER
		GROSS WAGE	WAGE	EDUCATION	LONGEVITY	OVERTIME	WORKED	DETAIL	AMB EMT	COACHING	MERIT PAY	PAY*
CORDONE, CASEY	SCHOOL	21,892	21,892									
COTHRAN, CHRIS	SCHOOL	64,602	64,602									
COZORT, WILLIAM	SCHOOL	190,619	190,619									
CRANE, CHARLOTTE	SCHOOL	45,000	37,538							7,462		
CRITCHLEY, JEAN	SCHOOL	100,647	95,547		5,100							
CROWLEY, ALICE	SCHOOL	102,362	97,284		1,000					1,668		2,410
DALZELL, ANN	SCHOOL	71,165	63,006		3,335					3,975		850
DALZELL, JAMES	SCHOOL	270	270									
DALZELL, SARAH	SCHOOL	11,223	11,223									
DAUME, ELIZABETH	SCHOOL	95,511	93,811		1,700							
DAVIDSON, ELIZABETH	SCHOOL	96,784	88,598		3,400					3,336		1,450
DAVIDSON, MARGARET	SCHOOL	97,710	93,310		3,400							1,000
DAVIDSON-CHRISTIE, NANCY	SCHOOL	91,546	90,546		1,000							
DAVIS, CHARLES	SCHOOL	95,893	95,547		346							
DAVIS, DEBORAH	SCHOOL	94,811	93,811		1,000							
DAY, DANIEL	SCHOOL	1,680	1,680									
DAY, MICHAEL	SCHOOL	5,407	0							5,407		
DEHEART, KATHY	SCHOOL	22,992	21,652		590							750
D'ELIA, RICHELLE	SCHOOL	97,284	97,284									
DERAS, FRANCISCO	SCHOOL	70,144	67,592			2,552						
DILWORTH, TARYN	SCHOOL	1,890	1,890									
DOUGLAS, JESSICA	SCHOOL	4,514	4,514									
DUCE, CHARLES	SCHOOL	55,380	53,370			2,010						
DUSSAULT, DAN	SCHOOL	2,775	2,775									
EARLE, REBECCA	SCHOOL	68,850	67,850		1,000							
ECHVERRIA, JACQUELINE	SCHOOL	96,854	96,024							830		
EDWARDS, JACQUELINE	SCHOOL	195	195									
EDZWALD, STACEY	SCHOOL	94,784	94,364									420
EGAN, JAMES	SCHOOL	4,422	0							4,422		
EMACK, JANET	SCHOOL	93,632	92,132									1,500
EMERY, CHELSEA	SCHOOL	3,775	3,775									
ERISMAN, ASHLEY	SCHOOL	21,255	21,255									
FALES, MARIA	SCHOOL	34,983	34,202		500	281						
FALES, TERRY	SCHOOL	40,261	39,261		1,000							
FARLEY, WILLIAM	SCHOOL	765	765									
FERRANTELLA, LINDA	SCHOOL	82,286	79,486		1,250					1,550		
FERREIRA, CHRISTOPHER	SCHOOL	7,903	0							7,903		
FEY, JACQUELINE	SCHOOL	100,684	97,284		3,400							
FIELD, GLENN	SCHOOL	148,719	147,719		1,000							
FOSTER, COURTNEY	SCHOOL	90,424	85,811							4,613		
FOURNIER, ERNESTINA	SCHOOL	77,836	77,836									
FOX, ANTHONY	SCHOOL	1,290	1,290									
FREDERICKS, AILEEN	SCHOOL	56,715	56,715									
FRONZUTO, SUZANNE	SCHOOL	89,788	87,942		346							1,500
FUSARO, ANASTASIA	SCHOOL	58,721	58,305		417							

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<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>		<u>CERTIFICATION</u>		<u>HOLIDAY</u>	<u>3rd PARTY</u>	<u>FIRE CALL</u>	<u>STIPEND</u>	<u>WWCO</u>	<u>OTHER</u>
		<u>GROSS WAGE</u>	<u>WAGE</u>	<u>EDUCATION</u>	<u>LONGEVITY</u>						
GAMBERONI, RENEE	SCHOOL	75,849	75,049		800						
GAMMONS, AMY	SCHOOL	31,965	31,548		417						
GARDNER, GALEN	SCHOOL	101,479	93,811		5,100				1,668		900
GAULT, SARAH	SCHOOL	77,593	77,593								
GELLO, KARYN	SCHOOL	75,307	73,639						1,668		
GILSON, NANCY	SCHOOL	11,852	11,852								
GIRVIN, MICHAEL	SCHOOL	95,511	93,811		1,700						
GOSS, VICTORIA	SCHOOL	270	270								
GOTTLIEB, KAREN	SCHOOL	94,469	87,947		3,186				3,336		
GOTTLIEB, SETH	SCHOOL	60,967	60,967								
GRANDI, CLARE	SCHOOL	57,625	56,715								910
GRANT, CAROLYN	SCHOOL	7,131	0						7,131		
GRANT, SUSAN	SCHOOL	63,090	63,090								
GRAVES, DIANA	SCHOOL	101,497	95,547		5,100						850
GRAZIADEI, ALICIA	SCHOOL	5,970	0						5,970		
GREGORICH, PATRICK	SCHOOL	19,680	19,680								
GROSS, NICOLE	SCHOOL	62,082	61,252						830		
GUEVARA, INGRID	SCHOOL	540	540								
GULLICKSEN, VICTORIA	SCHOOL	33,570	32,045		800						725
HANSON, STEPHANIE	SCHOOL	270	270								
HARDING, PATRICIA	SCHOOL	45,553	45,553								
HARDY, JANE	SCHOOL	53,926	51,176		2,000						750
HARIMON, TANDI	SCHOOL	21,592	21,001		591						
HARRINGTON, ANN	SCHOOL	33,704	33,204		500						
HARRINGTON, RICHARD	SCHOOL	10,653	10,653								
HARRIS, ELIZABETH	SCHOOL	450	450								
HAYFORD, SUSAN	SCHOOL	43,483	41,233		1,500						750
HAYFORD, YU YAN XU	SCHOOL	6,482	6,482								
HEAD, ROBERT	SCHOOL	58,929	58,929								
HICKMAN, REBECCA	SCHOOL	95,863	93,524						2,340		
HICKSON, KATHLEEN	SCHOOL	81,527	79,029						2,498		
HINSON, AMY	SCHOOL	22,829	22,829								
HITCHCOCK, ELISABETTA	SCHOOL	59,857	59,357		500						
HOLDEN, TESSA	SCHOOL	44,212	44,212								
HOLDGATE, KRISTEN	SCHOOL	72,063	70,013		500				1,550		
HOLDGATE, SARAH	SCHOOL	76,341	72,630		2,000	181					1,530
HOLMES, MICHELLE	SCHOOL	19,521	19,521								
HOLTBakk, MAIKI	SCHOOL	35,814	35,305		500	9					
HOLTON-ROTH, SARAH	SCHOOL	66,672	66,672								
HOOD, LISA	SCHOOL	98,410	93,310		5,100						
HORTON, MICHAEL	SCHOOL	121,562	121,562								
HORYN, KATHERINE	SCHOOL	61,252	61,252								
HUBERMAN, MATTHEW	SCHOOL	66,370	63,870						2,500		
HUNTER, WILLIAM	SCHOOL	450	450								
JOHNSEN, JOANNE	SCHOOL	80,119	79,622		417	81					

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EMPLOYEE NAME	DEPT	REGULAR		CERTIFICATION			HOLIDAY	3rd PARTY	FIRE CALL	STIPEND	WWCO	OTHER
		GROSS WAGE	WAGE	EDUCATION	LONGEVITY	OVERTIME	WORKED	DETAIL	AMB EMT	COACHING	MERIT PAY	PAY*
JOHNSON, FIONA	SCHOOL	6,208	6,208									
JOHNSON, STEPHANIE	SCHOOL	99,467	96,087		1,000					2,380		
JONES, HELAINA	SCHOOL	102,458	100,758		1,700							
KEARNS, SETH	SCHOOL	73,789	73,789									
KESSLER, DONNA	SCHOOL	94,928	93,928		1,000							
KESSLER, ROBERT	SCHOOL	39,442	37,987		705							750
KING, ABRIANNA	SCHOOL	3,750	3,750									
KING, ERIN	SCHOOL	3,458	3,458									
KING, MORGAN	SCHOOL	41,757	41,757									
KING, PARALEE	SCHOOL	32,775	32,775									
KINGSTON, JULIE	SCHOOL	75,538	75,538									
KLINGSPORN, DEBRA	SCHOOL	90	90									
KNAPP, AMY	SCHOOL	93,492	91,824							1,668		
KOTALAC, MELANIE	SCHOOL	1,665	1,665									
KUBISCH, KIMBERLY	SCHOOL	133,355	133,355									
KURATEK, JAMES	SCHOOL	67,843	66,593							830		420
LA HAIR, BRIAN	SCHOOL	24,946	24,946									
LAMB, LAURA	SCHOOL	37,837	36,287		500	1,050						
LAMPERT, MOLLIE	SCHOOL	66,024	66,024									
LAREAU, ABBIE	SCHOOL	132,967	132,967									
LAREDO, JENNIFER	SCHOOL	108,009	104,609		3,400							
LAREDO, STEVEN	SCHOOL	106,020	99,252		5,100					1,668		
LARRABEE, KATHRYN	SCHOOL	11,961	11,961									
LATTANZI, LARRY	SCHOOL	6,075	6,075									
LATTER, CLAIRE	SCHOOL	75,832	75,832									
LAVIN, SARAH	SCHOOL	1,995	1,995									
LAWRENCE, STEEVYANN	SCHOOL	1,425	1,425									
LEMAITRE, ANNE	SCHOOL	91,961	86,861		5,100							
LEMUS, LUCIA	SCHOOL	42,244	42,244									
LEPORE, CATHLEEN	SCHOOL	107,284	95,547		5,100					5,137		1,500
LESSNER, JESSICA	SCHOOL	8,952	8,952									
LESTER, COURTNEY	SCHOOL	4,964	4,964									
LEWIS, JENNIFER	SCHOOL	37,162	37,162									
LEWIS, TORRANCE	SCHOOL	114,283	114,283									
LIDDLE, MATTHEW	SCHOOL	1,250	1,250									
LIDDLE, ROBERT	SCHOOL	61,793	56,357		600					3,336		1,500
LOMBARDI, ADRIENE	SCHOOL	79,678	78,010							1,668		
LOMBARDI, TRAVIS	SCHOOL	72,293	59,144		500					12,649		
LONDON, SARA	SCHOOL	9,205	9,205									
LONG, MELISSA	SCHOOL	62,210	59,430		1,250							1,530
LOTHIAN, TED	SCHOOL	21,406	21,406									
LOUCKS, SHERRY	SCHOOL	42,959	35,755			204						7,000
LOWELL, SHERRI	SCHOOL	34,422	33,841			581						
LUCAS, WILL	SCHOOL	54,803	54,803									
LUCCHINI, JOHN	SCHOOL	109,148	109,148									

*Other pay is retro, FLSA or required accrual pay.

<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>		<u>CERTIFICATION</u>			<u>HOLIDAY</u>	<u>3rd PARTY</u>	<u>FIRE CALL</u>	<u>STIPEND</u>	<u>WWCO</u>	<u>OTHER</u>
		<u>GROSS WAGE</u>	<u>WAGE</u>	<u>EDUCATION</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>DETAIL</u>	<u>AMB EMT</u>	<u>COACHING</u>	<u>MERIT PAY</u>	<u>PAY*</u>
LUCCHINI, THOMAS	SCHOOL	1,318	1,318									
MACDONALD, HEATHER	SCHOOL	81,653	79,985							1,668		
MACIVER, ERIN	SCHOOL	100,157	95,037		1,000					4,120		
MACLELLAN, GEORGE	SCHOOL	100,785	95,547		3,988							1,250
MACLELLAN, KARIN	SCHOOL	37,233	37,233									
MACVICAR, MELISSA	SCHOOL	91,824	91,824									
MAHER, ANDREA	SCHOOL	103,943	101,943									2,000
MAHONEY, KEVIN	SCHOOL	3,850	3,850									
MAHONEY, MARISSA	SCHOOL	3,850	3,850									
MAILLOUX, BARRY	SCHOOL	53,026	50,986			2,040						
MAILLOUX, TRACY	SCHOOL	98,679	93,811		1,700					1,668		1,500
MAJANO, OSCAR	SCHOOL	42,284	42,202			81						
MALAVASE, MAUREEN	SCHOOL	3,450	3,450									
MALLOY, MONIQUE	SCHOOL	76,475	73,139							3,336		
MANCHESTER, AMY	SCHOOL	48,408	48,408									
MANCHESTER, WILLIAM	SCHOOL	63,171	63,171									
MAREAN, LACEY	SCHOOL	4,052	0							4,052		
MARSHALL, AUSTIN	SCHOOL	366	366									
MARTINEAU, MARTHA PAGE	SCHOOL	97,529	95,259		1,000					1,270		
MASON, MERRILL	SCHOOL	36,661	31,467							5,194		
MAURY, ANN	SCHOOL	105,659	100,759		3,400							1,500
MAURY, CHRISTOPHER	SCHOOL	127,963	120,832							7,131		
MAURY, ELIZABETH	SCHOOL	5,194	0							5,194		
MCCARTHY, KADEEM	SCHOOL	4,143	4,143									
MCCLURE, JEANNE	SCHOOL	10,261	10,261									
MCCLUSKEY, STEPHEN	SCHOOL	33,791	33,791									
MCCOY, JAMIE	SCHOOL	67,321	66,321		1,000							
MCGONIGLE, KAREN	SCHOOL	124,389	124,389									
MCGUINNESS, JOHN	SCHOOL	102,147	95,547		5,100							1,500
MCGUINNESS, MARY	SCHOOL	105,509	100,759		3,400							1,350
MCLAUGHLIN, CAROL	SCHOOL	36,963	36,746			217						
MCMANUS, KYLE	SCHOOL	3,758	3,758									
MCMASTER, SUSAN	SCHOOL	3,225	3,225									
MELVILLE, JANE	SCHOOL	58,414	57,914		500							
MERLINI, KATY	SCHOOL	71,421	69,753							1,668		
MIHALICH, LUCAS	SCHOOL	20,467	20,467									
MILLER, NANCY	SCHOOL	143,310	143,310									
MINELLA, JOSEPH	SCHOOL	61,252	61,252									
MITCHELL, ALLYSON	SCHOOL	6,392	0							6,392		
MOGENSEN, WILLIAM	SCHOOL	36,747	36,257		490							
MOONEY, KATHLEEN	SCHOOL	97,215	95,547							1,668		
MOORE, GREGORY	SCHOOL	4,355	4,355									
MORAN, CASSANDRA	SCHOOL	67,030	66,880			150						
MORAN, JOHN	SCHOOL	7,131	0							7,131		
MORAN, LORI	SCHOOL	7,131	0							7,131		

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EMPLOYEE NAME	DEPT	REGULAR		CERTIFICATION			HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
		GROSS WAGE	WAGE	EDUCATION	LONGEVITY	OVERTIME						
MORAN, SUSAN	SCHOOL	750	750									
MORRIS JENNISON, JACKIE	SCHOOL	6,983	6,983									
MORRIS, ELIZABETH	SCHOOL	80,173	75,357		3,966							850
MOSGROBER, JULIE	SCHOOL	60,754	60,754									
MUFFLY, CORINNE	SCHOOL	71,008	71,008									
MUISE, STACY	SCHOOL	30,919	30,919									
MULLIN, ANN MARIE	SCHOOL	101,759	100,759		1,000							
MULSON, DEREK	SCHOOL	19,680	19,680									
MURPHY, TAMMIE	SCHOOL	11,045	11,045									
MURPHY, TAYLOR	SCHOOL	58,417	58,417									
MURRAY, LAUREN	SCHOOL	39,984	39,984									
MYERS, GILLEAN	SCHOOL	95,511	93,811		1,700							
MYETTE, LAUREN	SCHOOL	10,047	10,047									
MYNTTINEN, JOHN	SCHOOL	95,354	95,354									
NATCHEVA, VESSELA	SCHOOL	79,029	79,029									
NEWMAN, JODY	SCHOOL	113,677	103,452		5,100					3,975		1,150
NIELSEN, CARA	SCHOOL	8,840	8,714		127							
NOLL, BRENDA	SCHOOL	59,632	55,393		1,250	248				1,550		1,190
NORMAND, JACLYN	SCHOOL	61,252	61,252									
NORTON, KATHRYN	SCHOOL	84,251	84,251									
NORTON, ROBERT	SCHOOL	98,547	94,839		1,000					2,498		210
O'BANION, LAURA	SCHOOL	93,524	93,524									
OBERG-GOMES, CAREN	SCHOOL	480	480									
OBREMSKI, ELIZABETH	SCHOOL	2,220	2,220									
O'CONNOR, LOGAN	SCHOOL	81,585	76,585							5,000		
O'CONNOR, SCOTT	SCHOOL	2,093	0							2,093		
O'KEEFE, BETH	SCHOOL	98,984	97,284		1,700							
O'KEEFE, TRACY	SCHOOL	43,047	41,547		1,500							
OLSON, MICHELLE	SCHOOL	99,327	97,284		1,000					1,043		
O'NEIL, DIANE	SCHOOL	122,920	122,920									
ORELLANA-EGAN, IRENE	SCHOOL	106,858	104,458		1,700							700
O'ROARK, HENRY	SCHOOL	32,775	32,775									
OSONA, RAFAEL	SCHOOL	5,194	0							5,194		
PANCHY, PETER	SCHOOL	24,940	20,152		1,020					1,668		2,100
PARSONS, MOIRA	SCHOOL	49,473	48,673							800		
PENOTTE, CODY	SCHOOL	52,150	52,150									
PERALES, KATY	SCHOOL	72,204	72,204									
PERKINS, KELSEY	SCHOOL	180	180									
PERRY, JOSEPH	SCHOOL	83,254	71,074							12,180		
PERRY, LAURA	SCHOOL	1,058	1,058									
PERRY, MELISSA	SCHOOL	6,526	0							6,526		
PHANEUF, ANNE	SCHOOL	99,335	95,967		1,700					1,668		
PIGNATO, KIMBERLY	SCHOOL	77,001	75,333							1,668		
PINEDA TEJADA, NORMA	SCHOOL	32,487	32,487									
PINEDA VIVAS, SAUL	SCHOOL	47,233	47,074			159						

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EMPLOYEE NAME	DEPT	REGULAR		CERTIFICATION		HOLIDAY WORKED	3rd PARTY DETAIL	FIRE CALL AMB EMT	STIPEND COACHING	WWCO MERIT PAY	OTHER PAY*
		GROSS WAGE	WAGE	EDUCATION	LONGEVITY						
POPOVA, SOFIYA	SCHOOL	37,279	36,779		500						
POYANT, ANN	SCHOOL	74,983	74,983								
PROCH, THOMAS	SCHOOL	57,765	56,715						1,050		
PSARADELIS, JENNIFER	SCHOOL	104,214	97,284		1,700				5,230		
PSARADELIS, TIMOTHY	SCHOOL	85,899	77,593						8,306		
PYKOSZ, EMMA	SCHOOL	3,500	3,500								
RAIMO, LAURA	SCHOOL	35,243	34,965			277					
RAY, BONNIE	SCHOOL	90,262	86,862		3,400						
REINEMO, ELIZABETH	SCHOOL	81,921	77,593						4,328		
REINEMO, MATTHEW	SCHOOL	39,040	39,040								
REIS, ROBIN	SCHOOL	34,335	33,335		1,000						
REIS, SAMANTHA	SCHOOL	855	855								
RICE, MARK	SCHOOL	27,448	27,448								
RIDGE, NICOLE	SCHOOL	70,782	70,782								
RINGER, RANDOLPH	SCHOOL	3,870	3,870								
ROBERTS, MARGARET	SCHOOL	89,361	86,861		1,000						1,500
ROBERTS, NATHAN	SCHOOL	6,526	0						6,526		
ROBERTS, SALLY	SCHOOL	7,090	7,090								
ROJAS, JORGE	SCHOOL	7,131	0						7,131		
ROSE, SHERI	SCHOOL	42,924	41,913		1,000	11					
RUSSELL, ELAINE	SCHOOL	180	180								
RYDER, BRIAN	SCHOOL	9,214	0						8,844		370
SAKSURIYONG, SUPACHOKE	SCHOOL	41,102	41,031			71					
SCARLETT, MARITA	SCHOOL	62,203	62,203								
SCOTT-MURTAGH, JEAN	SCHOOL	104,052	97,284		5,100				1,668		
SEAL, CARA	SCHOOL	95,722	95,722								
SHEA, SCOTT	SCHOOL	12,702	12,702								
SHEEHY, NANCY	SCHOOL	60,757	60,103		654						
SHEPPARD, STEPHEN	SCHOOL	64,044	63,214						830		
SIBLEY, ELIZABETH	SCHOOL	61,055	60,455		600						
SIEGEL, DAVID	SCHOOL	100,428	97,728		1,500						1,200
SINGLETON, THERAN	SCHOOL	92,852	92,852								
SJOLUND, ROBERT	SCHOOL	61,581	59,960		1,000	621					
SLADE, NINA	SCHOOL	125,695	125,695								
SORTEVIK, STEVEN	SCHOOL	103,680	94,772		5,100				2,308		1,500
SPENCER, GAIL	SCHOOL	7,279	7,279								
SPENCER, SHIRLEY	SCHOOL	43,580	42,080		1,500						
SPLAINE, JEREMIAH	SCHOOL	103,552	103,552								
STRAUSS, STEPHANIE	SCHOOL	1,335	1,335								
SULLIVAN, MARGARET	SCHOOL	79,383	75,333						4,050		
SUPPA, ANTHONY	SCHOOL	60,999	58,417								2,583
SURPRENANT, JILL	SCHOOL	102,547	95,547		3,400				2,100		1,500
SYLVIA, EMILY	SCHOOL	1,978	1,978								
TARPEY, MARY KATE	SCHOOL	95,547	95,547								
TAVERAS, EILLEN	SCHOOL	51,108	50,692		417						

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<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>		<u>CERTIFICATION</u>			<u>HOLIDAY</u>	<u>3rd PARTY</u>	<u>FIRE CALL</u>	<u>STIPEND</u>	<u>WWCO</u>	<u>OTHER</u>
		<u>GROSS WAGE</u>	<u>WAGE</u>	<u>EDUCATION</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>DETAIL</u>	<u>AMB EMT</u>	<u>COACHING</u>	<u>MERIT PAY</u>	<u>PAY*</u>
TAYLOR, JUSTIN	SCHOOL	600	600									
TAYLOR, KATHLEEN	SCHOOL	90	90									
TAYLOR, PAMELA	SCHOOL	27,732	27,732									
TAYLOR, PHILIP	SCHOOL	2,093	0							2,093		
TEJADA, ARNOLDO	SCHOOL	62,189	61,850			339						
TEJADA, ELIDA	SCHOOL	41,688	41,617			71						
TEJADA, JOSE SAMUEL	SCHOOL	20,235	20,061			174						
TEJADA, MAXIMO	SCHOOL	45,599	45,526			72						
TEJADA, SILVIA	SCHOOL	38,853	38,540			314						
THOMPSON, DOROTHY	SCHOOL	96,936	90,336		5,100							1,500
THOMPSON, NATALIE	SCHOOL	56,756	44,339		459	249				11,709		
THOMPSON, ROBERT	SCHOOL	42,179	41,686			494						
TOPHAM, ROSEMARY	SCHOOL	98,984	97,284		1,700							
TORMAY, JOSEPH	SCHOOL	50,236	50,085			151						
TORNOVISH, GRACE-ANNE	SCHOOL	41,772	41,772									
TORNOVISH, WILLIAM	SCHOOL	5,194	0							5,194		
TOWNSEND, JESSICA	SCHOOL	77,623	77,623									
TURCO, PEGGY	SCHOOL	603	0									603
UBALDINO, LAURA	SCHOOL	99,937	98,269							1,668		
VAITES, AMY	SCHOOL	96,547	95,547		1,000							
VANVORST, JOYCE	SCHOOL	22,323	21,437		886							
VISELLI, ANDREW	SCHOOL	97,396	91,824							5,572		
VIVAS, JORGE	SCHOOL	44,035	43,964			71						
VIVINO, JUDITH	SCHOOL	9,962	9,962									
WAGNER, ANGELA	SCHOOL	74,009	74,009									
WEAVER, LINNEA	SCHOOL	74,821	73,485		1,336							
WEBB, DAVID	SCHOOL	4,986	240							4,746		
WEBSTER-DAVIS, SEANNE	SCHOOL	27,732	27,732									
WELCH, CHRISTOPHER	SCHOOL	5,194	0							5,194		
WELD, CAROLINE	SCHOOL	900	900									
WENDELKEN, ERIK	SCHOOL	98,679	93,811		1,700					1,668		1,500
WENDELKEN, MAURA	SCHOOL	3,936	3,936									
WILLIAMS, CONNOR	SCHOOL	3,180	3,180									
WILLIAMS, JEDEDIAH	SCHOOL	77,225	74,507							2,718		
WILLIAMS, KARENLYNN	SCHOOL	23,572	23,572									
WILLIAMS, STACEY	SCHOOL	33,036	33,036									
WODYNSKI, JUDITH	SCHOOL	3,645	3,645									
WOLFF, BRIANNE	SCHOOL	71,008	71,008									
WOODLEY, BONNIE	SCHOOL	36,058	35,149		909							
ZAYAS, CARMEN	SCHOOL	42,250	42,250									
ZHU, YEPING	SCHOOL	67,790	67,190									600
ZODDA, MARIA	SCHOOL	375	375									
BAUER, HEIDI	TOWN ADMIN	68,924	67,334			1,574						16
BRIDGES, JASON	TOWN ADMIN	59,792	59,439				353					
CABRAL, KATHERINE	TOWN ADMIN	14,900	14,900									

*Other pay is retro, FLSA or required accrual pay.

<u>EMPLOYEE NAME</u>	<u>DEPT</u>	<u>REGULAR</u>		<u>CERTIFICATION</u>			<u>HOLIDAY</u>	<u>3rd PARTY</u>	<u>FIRE CALL</u>	<u>STIPEND</u>	<u>WWCO</u>	<u>OTHER</u>
		<u>GROSS WAGE</u>	<u>WAGE</u>	<u>EDUCATION</u>	<u>LONGEVITY</u>	<u>OVERTIME</u>	<u>WORKED</u>	<u>DETAIL</u>	<u>AMB EMT</u>	<u>COACHING</u>	<u>MERIT PAY</u>	<u>PAY*</u>
GIBSON, C ELIZABETH	TOWN ADMIN	142,077	142,077									
MOONEY, ERIKA	TOWN ADMIN	71,260	65,817			5,396						47
NORTON, TERRY	TOWN ADMIN	59,970	58,818		1,153							
TIVNAN, GREGG	TOWN ADMIN	103,278	101,994									1,284
HOLDGATE, GAIL	TOWN CLERK	71,724	67,019	1,040	2,003	1,663						
HOLMES, NANCY	TOWN CLERK	72,795	68,971	680	1,337	1,807						
STOVER, CATHERINE	TOWN CLERK	94,305	93,637									668
HAMILTON, MARY KATHERINE	VIS SERV	109,176	104,062		4,702		413					
SHARPE, DAVID	VIS SERV	77,431	73,753		2,902	563	213					
BURNS, SUSAN	VIS SERV SEAS	6,936	6,936									
CATON, CAROL	VIS SERV SEAS	9,520	9,520									
CICERRELLA, ANNE	VIS SERV SEAS	10,689	10,689									
CONLON, HUGH	VIS SERV SEAS	3,706	3,706									
DOYLE-SHANNON, KAI	VIS SERV SEAS	8,757	8,622			135						
FALCONER, BRIANNA	VIS SERV SEAS	896	896									
FALCONER, TAJALEE	VIS SERV SEAS	1,005	1,005									
HARDY, JANE	VIS SERV SEAS	12,510	12,510									
ROCHE, JANE	VIS SERV SEAS	12,028	12,028									
TODD, VINCENT	VIS SERV SEAS	5,372	5,372									
ALLEN, PHILIP	WASTEWATER	21,199	20,931			268						
BUTLER, PERRY	WASTEWATER	94,426	71,054		3,448	19,923						
FRAZIER, PAUL	WASTEWATER	68,021	60,465			7,556						
GARY, ARDIS	WASTEWATER	105,647	78,596		1,483	25,568						
GRAY, DAVID	WASTEWATER	103,698	94,396			9,268						33
HARDY, JAMES	WASTEWATER	63,812	61,842			1,897						74
INGLIS, ROBERT	WASTEWATER	85,091	75,658		3,778	5,655						
LEVEILLE, WILLY	WASTEWATER	78,430	69,291		2,029	7,110						
MANNING, KEVIN	WASTEWATER	80,254	74,741		2,186	3,327						
MOONEY, SHAWN	WASTEWATER	74,034	65,671			8,267						96
EARLE, ROBERT	WWCO	90,392	81,479		3,200	5,713						
GARDNER, ROBERT	WWCO	155,055	147,762		7,293							
GLIDDEN, J CURTIS	WWCO	35,929	32,472		3,457							
HOLDGATE, HEIDI	WWCO	116,858	107,556		5,302						4,000	
JOHNSEN, JEFFREY	WWCO	73,552	69,624		3,443	485						
MANSFIELD, ANDREA	WWCO	80,103	74,886		2,216						3,000	
PYKOSZ, CHRISTOPHER	WWCO	120,027	111,050		5,477						3,500	
ROBERTS, KYLE	WWCO	85,112	78,788		1,560	4,765						
ROBERTS, LINDA	WWCO	80,466	73,826		3,641						3,000	
WEST, ROBERT	WWCO	84,278	77,949		2,308	1,021					3,000	
WILLETT, MARK	WWCO	114,933	104,614		4,155	2,664					3,500	

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KEY:

AAB	Abatement Advisory Committee
BOS	Board of Selectmen
COD	Commission on Disability
CPC	Community Preservation Committee
DPW	Department of Public Works
DPW SEAS	Department of Public Works Seasonal Employee
HR	Human Resources
HUM SERV	Human Services
IT/GIS	Information Technology/Geographic Information Systems
MARINE	Marine Department
MARINE SEAS	Seasonal Marine Employee
NCS	Nantucket Community School
NRD	Natural Resources Department
NRD SEAS	Natural Resources Department Seasonal Employee
NRTA	Nantucket Regional Transit Authority
NRTA SEAS	Nantucket Regional Transit Authority Seasonal Employee
OIH	Our Island Home
PLUS	Planning and Land Use Services
POLICE CSO	Police – Community Service Officer
POLICE SRO	Police – Special Reserve Officer
POLICE DIS	Police – Dispatch
POLICE IT	Police – Information Technology
ROD	Registry of Deeds
TOWN ADMIN	Town Administration
VIS SERV	Visitor Services Department
VIS SERV SEAS	Visitor Services Department Seasonal Employee
WWCO	Wannacomet Water Company

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